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A Glance at this Issue

A Two-way Flow Needed

A downward flow of authority, an upward flow of initiative fuse on every level of organization in the interests of efficient management. Directives from a superior are not enough. Questions, facts and opinions arising from actual experience must be allowed to exert pressure on formulation of policy.

Basing his remarks on more than twenty years of experience with General Motors, Donaldson Brown, Vice Chairman of the Board of that corporation, describes a continuing and progressive educational process which he feels essential in managerial relations. (Page 142.) The two-way flow principle is demonstrated graphically in a unique color chart on page 145.

Foremen and Unions

Have foremen the right to join unions?

Under the present interpretation of the National Labor Relations Act, foremen are neither fish nor fowl. Under the law they are both employers and employees. Two hearings are now being held in Washington in an effort to determine their status under the Wagner Act. Constitutionally they have the right of association but they may lose the assistance of the NLRA in their struggle to bargain collectively. (Page 149.)

Why Is Mary Absent?

Women are absent from work more frequently than men, new employees more frequently than ones of longer service, and older workers remain away for longer periods than young people. Yet, in the immediate future, we can expect to see a constantly growing proportion of new employees in industry, most of them women and older men. Disciplinary measures which may afford a solution for the problem of absenteeism in ordinary times are not the complete answer now. We have to find out why Mary Steele failed to punch the time clock Monday morning. Remove the cause and avoid the effect. (Page 150.)

Job Evaluation on the Pacific Coast

Job evaluation receives another boost from the WLB in its recent West coast airframe companies decision. Eight of the country's largest aircraft companies located in southern California are directed to establish a uniform job classification and wage schedule. They will adopt a plan already formulated and ready to put into effect.

Management frequently finds it easier to jog along in the old, accustomed way than to install new techniques which it would readily recognize as desirable. Thus formal job evaluation, the scientific measuring stick for use in setting up rate structures, though known for years, has been utilized by only a comparatively few companies. The large-scale application of the technique on the Pacific Coast may give it new impetus. (Page 159.)

Government Pays One Out of Four

One out of every four individuals in the country employed in February received his pay check from a government source—federal, state or local. This included the armed forces. Marching steadily upward, salaries and wages paid to government employees and the armed services last year reached an estimated total of $13.5 billion. This was more than the total wage and salary payroll for all manufacturing in 1939! (Page 194.)

Haircuts Add to the Cost of Living

In the last three issues of *The Management Record* have appeared a series of articles explaining how THE CONFERENCE BOARD's indexes of living costs have been revised to make them reflect accurately conditions of today. In this issue (page 186) changes made in the "sundries" component are discussed. For example, the expense of acquiring an automobile and keeping it going are added to carfare and busfare, in arriving at costs of transportation, and haircuts have been added to costs of personal care.

Industrial Management as a National Resource[1]

By DONALDSON BROWN, Vice Chairman, General Motors Corporation

IN THESE DAYS when the very foundations of human institutions and of government are shaking under the impact of the greatest disaster of all history, it is only natural that we wonder about the future. We wonder what obstacles there will be in the path returning, when the war is over, to the system of free competitive enterprise as we have known it in this country. We know there are those with a defeatist attitude who are ready to accept as inevitable the loss of those institutions and principles which have made this country great. We know there are those who would *want* to change the order of things, and to abandon the form of constitutional democracy under which we have lived and, as a nation, prospered. Some who would change the political, social and economic system are actuated by prejudices of long standing and revolutionary instincts. Others are actuated by idealistic motives aimed at improving the status of the so-called underprivileged.

We have been shocked recently by the report issued by the National Resources Planning Board, and submitted to Congress with the implied approval of the President. It is to be presumed that the recommendations embodied in this report, seeking a high degree of socialization of industry and extended government control, derive from an idealistic viewpoint with sincerity and honesty of intentions. The postwar plan proposed has the avowed purpose of improving human relationships within industry and contributing to the welfare of the individual—a cause to which we all subscribe and which has been conscientiously served by enlightened industrial management.

American industry has demonstrated its ability to meet the situation of the nation's wartime production requirements. That ability has derived from the experience, skill and know-how of countless human individuals trained in the school of American industrial management. The welfare of all of society in this country depends upon a perpetuation of this integrated structure of productive force, which perpetuation can be realized only by the conservation and development of industrial management as a national resource during and after the war.

In the time allowable I am not going to attempt to deal with the broad aspects and principles concerned in the field of industrial management. The very foundations upon which industrial management rests, and the things for which it stands, are threatened, strange to say, by those who seek to improve human relationships within industry and to improve the welfare of the individual. There is tragic irony in the fact that exactly the opposite would be realized if we were to succumb to some of these theories of central economic planning or "what have you." Human relationships within industry and the welfare of all of society would be shattered in the course of time. It is to this matter of human relationships alone that I address my remarks, basing them primarily on my twenty-odd years of experience with General Motors.

As I speak of industrial management I am not thinking of that top group of men who, concerned with a given industrial enterprise, have the final and inescapable responsibility in the conduct of its business in the competitive field. Actually, every person engaged in a given enterprise is called upon to perform a managerial function, or at least to perform a function that is directly serving the purposes of management. Top management must determine upon the course of policy and purpose in the broad sense. Actions on the part of those below result in serving the interest of consumers, investors and fellow employees, when conducted on a plane of common understanding of purpose and in the spirit of contribution. Promotions in the natural course are forced upon those who exhibit comprehension and understanding, and who have the ability to assume ascending responsibilities of higher positions on the managerial ladder. Factory workers, as well as those others on the lower levels of industrial employment, represent the raw material from which managerial ability will be drawn in the progressive course of events.

In short, it might be said that industrial management represents a continuing and progressive process of education, in which teacher and student each learns from the other. If this attribute is removed there will be the loss of industrial efficiency, the devastating effect thereby to our whole economy, and the sacrifice of potential opportunities to millions of people engaged in industrial pursuit. Incidentally, it is not the top-flight of industrial executives as personalities of today who will suffer most if the props are cut from under our system of free competitive enterprise. Rather, it is the younger men—the men who will no longer have the benefit of the educational process which prepares them for higher levels of authority.

This educational process I speak of might be described as a system of two-way flow in managerial human relations. This two-way flow has proved itself the only effective way by which suitable consideration of facts can be brought to bear on policy formulation, and at the same time assure common understanding of purpose in the course of required adherence to determined policy. The downward flow consists of authority stemming from a combination of responsibility for administration of established policy and for the exercise of personal judgment in the existing situation. The upward flow consists of those questions, facts and opinions arising out of actual experience, and allowed to exert proper pressure on policy formulation.

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[1] Address delivered before the General Session at the 250th Meeting of THE CONFERENCE BOARD held at the Waldorf-Astoria Hotel, New York City, March 18, 1943.

Throughout, from factory worker, clerk and so on up through the lines of supervision to top management, there must be this two-way flow of ideas and attention to managerial policy for the simple reason that the executive head of an enterprise of any size cannot *himself* direct the detailed activities of the worker at the bench, in the office, or in the field. Executive direction, therefore, *must* be decentralized through delegation of managerial authority down the line in graduated steps and in accordance with responsibilities as they may be designated.

It is of the greatest importance that delegation of authority go hand in hand with the assignment of corresponding responsibility, because the complexities of modern industry make it almost impossible for top management to lay down a pronouncement of policy in terms sufficiently explicit to eliminate the need for the broad exercise of judgment on the part of those who have to attend to actual execution. The judgment of these men, in the light of their more intimate, direct knowledge of existing conditions, is indispensable.

Everything in the field of industrial management depends upon and revolves around human impulses and human relations. Therefore, dependence is placed upon the two-way flow, not merely for the sake of efficiency, but also for the vital part it plays in developing the self-reliance and potentialities of the individual. Even if it were possible to eliminate the need for individual initiative through cut-and-dried directives from an infallible superior, the effect upon the character and the spirit of the human beings involved would be tragic. In our human frailty we need encouragement, an occasional pat on the back, the solid satisfaction of individual accomplishment and proper recognition of a job well done. Surely, if all those upon whom society is dependent for the production of goods and services were to become mere automatons, those priceless ingredients of a free society—self-reliance, pride of workmanship and individual initiative—would be destroyed. Compulsion would take the place of leadership. Political intrigue would replace efficiency. Expediency would usurp the throne of sound judgment. Granting that we are all mortal beings, with the faults and weaknesses of human nature, I still hold unalterably to my faith in the dignity and worth of the individual.

We must recognize, however, that no institution or organized group can be free from authoritative direction, nor can its objectives be realized without obedience to properly constituted authority. But the *nature* of authority varies between wide limits. Germany's authority is the arbitrary whim and fancy of Adolf Hitler.

The authority of the United States is that body of *law*, established by constitutional processes, which implements an ideal and imposes upon every public servant and every private citizen certain courses of action which are presumed to be in the public interest. It is obvious, therefore, that freedom of action must be within the framework of law.

Similarly, in the field of industrial management, freedom of action must be within the framework of policy. The authority over any given industrial enterprise is that of *policy*, based on a balanced consideration of the interests of the investor, the employee, and the consumer. It is this balanced consideration that must shape policy and exercise control over the actions of the entire personnel. Everyone, from the president down, must conform to the policy which is a direct reflection of this balanced consideration.

Thus it is seen that there must be recognition at all organization levels of superior authority, and an established scope of responsibility and authority, step by step, so as to minimize lost motion in attention to the problems of the business. The situation sought in this regard is that each individual in managerial position shall have conveyed to him an understanding of policy and purpose of management as they relate to his duties. Of course, in the complexities of life in which we live, none of us can enjoy a complete comprehension of policy and purpose that is in the minds of those engaged in broader fields upon whom our destinies are dependent. Problems exist which embrace coordinated and balanced consideration of factors beyond the scope of our individual experience and understanding. Therefore, in the range of industrial management, there must be instilled in the minds of all a spirit of faith in the constructiveness of purpose on the part of those in superior authority. This spirit of faith must be engendered by force of example and by results accomplished.

On this plane, and within the limits implied, each individual executive (from the foreman on up, as it pertains to the manufacturing operation) must be encouraged to exercise judgment and individual initiative to the full limits of the prescribed responsibility and authority of any given managerial position. This means that, to the extent that it is made possible by common understanding of policy and purpose, each executive must extend to his subordinates that latitude and freedom of action which will inspire enthusiasm and understandable exercise of individual initiative.

(*Continued on page* 146)

THE TWO-WAY FLOW

THE GRAPHIC PRESENTATION on the opposite page is provided as a supplemental illustration of the two-way flow principle as the essential "human equation" element in managerial relations.

The chart shows a series of circles, one above another, which represent, from top to bottom, executives at the various levels of the organization, from the chief executive to the factory foreman. Above the top circle is an elliptical figure which symbolizes the formulation of overall policy and purpose governing the actions of executives at all levels. The boxes shown at the sides of the ellipse, and the orange areas around each circle down the line, represent the influence exerted at all organization levels by a balanced consideration of the interests of stockholders, employees and consumers, and recognition of other factors affecting the formulation of policy and purpose.

The circles are intended to depict, in the case of each executive, only that fractional part of his duties and responsibilities which relate to a single phase of each individual's activity. The black arrows pointing downward, and the blue arrows pointing upward, represent, respectively, the delegation of authority and the conveyance of facts and knowledge which constitute the essential two-way flow principle in managerial relations.

As applying to the function dealt with in the example shown, the black sector of each circle represents that proportion of the individual's responsibility and authority which is concerned with the fulfillment of duly formulated policy and purpose, as to which each plays his part to the limit of his competence and within the bounds of his responsibility and authority, subject to direction from above as to that range which is beyond his competence and responsibility. The blue sector represents that proportion of the individual's responsibility and authority requiring flexibility of treatment and individual judgment, as to which each plays his part similarly within the limits of his competence and responsibility, and likewise subject to direction from above.

The downward flow throughout all organization levels consists of authority stemming from a combination of responsibility for administration of established policy and for the exercise of judgment in the existing situation. The upward flow consists of those questions, facts and opinions arising out of actual experience, and allowed to exert proper pressure on policy formulation.

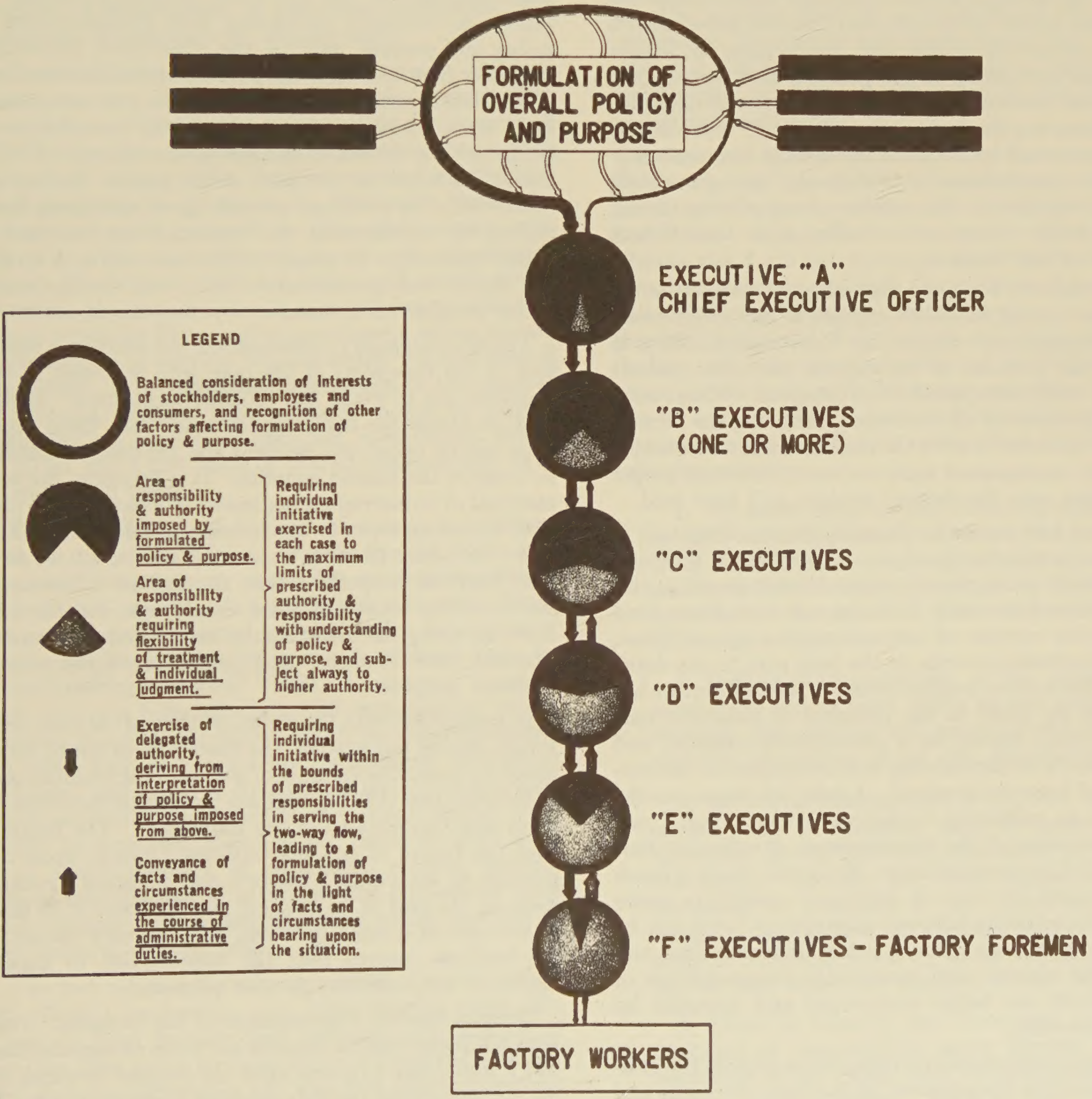
Thus the position of every industrial executive and supervisor contains the requirements of a dual function, involving on the one hand the exercise of individual initiative contending with considerations of policy and purpose, and, on the other, attention to the problems of administration. Proper discharge of this dual function requires the two-way flow of delegated authority *downward* and conveyance of information and knowledge *upward*, so that a "filtered concentrate" of the required facts and circumstances at every organization level may be available to be weighed on the scales of policy consideration.

Obviously, the proportions as between the black and the blue sectors of the circles will differ materially where other responsibilities than the one dealt with are involved, and this difference will vary at each organization level, and as between one organization and another, depending upon the personalities and particular qualifications of the individuals involved. Even in the case of the particular responsibilities reflected, the proportions as between the black and the blue sectors are merely schematic: the intention in view is, basically, to reflect the fact that there *is* a dual managerial function at every organization level, *both* of the elements of which require, for their proper discharge, the free and vigorous two-way flow which is the essence of the "human equation" in all managerial relations.

THE TWO-WAY FLOW

A SCHEMATIC REPRESENTATION OF THE PRINCIPLE OF DECENTRALIZED OPERATIONS AND RESPONSIBILITY IN INDUSTRIAL ORGANIZATION

THE EXAMPLE GIVEN DEPICTS THE APPLICATION OF THE PRINCIPLE TO THE MANUFACTURE OF PRODUCTS IN CURRENT PRODUCTION, AND THEREFORE REPRESENTS ONLY A FRACTIONAL PART OF EACH INDIVIDUAL'S FUNCTIONS


FORMULATION OF OVERALL POLICY AND PURPOSE
EXECUTIVE "A" CHIEF EXECUTIVE OFFICER
"B" EXECUTIVES (ONE OR MORE)
"C" EXECUTIVES
"D" EXECUTIVES
"E" EXECUTIVES
"F" EXECUTIVES - FACTORY FOREMEN
FACTORY WORKERS

LEGEND

○ Balanced consideration of interests of stockholders, employees and consumers, and recognition of other factors affecting formulation of policy & purpose.

Area of responsibility & authority imposed by formulated policy & purpose.

Area of responsibility & authority requiring flexibility of treatment & individual judgment.

} Requiring individual initiative exercised in each case to the maximum limits of prescribed authority & responsibility with understanding of policy & purpose, and subject always to higher authority.

⬇ Exercise of delegated authority, deriving from interpretation of policy & purpose imposed from above.

⬆ Conveyance of facts and circumstances experienced in the course of administrative duties.

} Requiring individual initiative within the bounds of prescribed responsibilities in serving the two-way flow, leading to a formulation of policy & purpose in the light of facts and circumstances bearing upon the situation.

(*Continued from page* 143)

Similarly, the factory worker himself should be encouraged in the exercise of individual initiative in attention to his duties, on a plane of understanding and thus requiring the minimum of supervision. With this, however, the responsibility and authority of the factory foreman must be recognized and accepted.

Recognition of the factory foreman's authority is essential because it is he who must interpret management's purpose to the employees under him. The foreman enjoys the advantages of direct personal contact with the employees under his jurisdiction, and he alone is in a position to convey up the line, to his superior, his intimate understanding of the personal and human considerations involved in the field of industrial relations, thus influencing the formulation of policy. Interference with the natural functions of the factory foreman, clogging the normal channels of authority and preventing this two-way flow in the exercise of supervisory duties, has inevitably a most serious effect upon the efficient conduct of any business.

Since there is complete mutuality of interest as between the capital and labor engaged in any given enterprise, management, despite its clear responsibility in serving the interests of the capital employed, cannot properly fulfil its responsibilities to capital without serving the interests of all concerned, including the factory worker. In order to serve the mutual interests involved, therefore, management must obviously maintain proper jurisdiction over the factory worker, as I have said.

I depart here somewhat from the theme of my talk in order to touch briefly upon a perplexing problem: unionization at its present stage of development in this country stands seriously in the way of a wholesome and constructive exercise of management's responsibilities, which interference works, in the long run, to the detriment of the factory worker himself. General Motors has expressed its belief in the principle of collective bargaining when applied in a constructive manner, and when there is understanding and acceptance of the mutuality of interests involved. I refer, of course, to the principle as pertaining to factory workers, and I can hardly conceive of the abandonment of collective bargaining in American industry. But surely there is much to be sought by way of improved conditions under which the relations between capital and labor can be carried forward on a plane of better understanding, and where the inherent and inescapable responsibilities of management are better understood and accepted by labor leadership.

In recent years much has occurred to impede the ability of industrial management to maintain discipline and efficiency on the part of labor. I have mentioned as an essential managerial principle the delegation of properly prescribed authority and accompanying responsibility through a series of steps from the top down. This integrated process of managerial action is rendered difficult when those working under the jurisdiction of the factory foreman are diverted from the natural path of recognizing delegated authority—authority which must be exercised on the part of the foreman as an essential function of management.

I hope it may be understood from what I have said that, as to every industrial executive and supervisor, the position occupied contains the requirements of a dual function: on the one hand, involving exercise of individual initiative contending with considerations of policy and purpose; and, on the other hand, individual initiative in attention to the problems of administration. This leads to the sifting of facts into two categories: first, those which can be resolved into formulation of policy within the limits of appropriate exercise of individual initiative on the part of the person dealing directly with the problem; second, those remaining facts calling for consideration and treatment on the part of higher authority. In other words, there will flow up the line the filtered concentrate of facts and circumstances to be weighed on the scales of policy consideration.

I have attempted to demonstrate the need for a reflection of the viewpoint of the man who is closest to the problem, and to whom the "filtered concentrate" of current problems has come up, in order that these problems can be taken into account and properly evaluated in terms of the human equation. It is therefore the first essential of industrial management to extend every possible encouragement to the exercise of individual initiative—not alone to those at the top who must see to it that business properly serves the mutual interests of stockholders, consumers and employees, but also to those all along the line, thereby establishing a plane of common understanding and generating loyalty to a common purpose.

In connection with the desire on the part of some who would change our system, the theory is no doubt influenced by misunderstanding of so-called big business and a mistaken fear that big business handicaps the development and opportunity of the individual. The truth is that the future of any big business depends upon the exercise of individual initiative and personal development on the part of its younger men far more even than in the case of a small business, and the very nature of big business insures that the opportunity to accept increased responsibility is ever present.

General Motors is an example of big business. Time does not permit me to describe our form of organization, but I would like to touch upon the lengths to which we go in encouraging and safeguarding the exercise of individual initiative and the development of potential capabilities. Fundamentally, it takes the form of what we call "decentralized operations and responsibilities with coordinated control." This philosophy of management was determined upon more than twenty years ago and has been adhered to ever since. Had the Corporation not maintained this form of organization, which has developed such a high degree of managerial ability and know-how, the magnitude of its contribution to the war effort would not have been possible. Also, it is undoubtedly true that this same managerial ability and know-how, engendered from the same philosophy of decentralized operations and responsibilities, will be of equal consequence when the postwar period presents the problem of reconversion to peacetime production with minimum interruption of employment.

General Motors could accurately be termed a free enterprise system within the free enterprise system. The formulation of Corporation policy within the framework of which freedom of action can be exercised corresponds to the body of law within the framework of which all industrial enterprise is carried on. Obviously, those who determine overall policy in the Corporation could exercise their authority arbitrarily, just as the administration in Washington, with legislative and constitutional sanction, can impose the will of government, while failing to recognize facts and circumstances which require consideration in serving fundamentally the interests of the nation. It is particularly significant, in the instance of General Motors, that arbitrary power of central authority has never been exercised, even though ability to do so and a full sense of overall responsibility have existed at all times.

The parallel between General Motors in its relations with its operating divisions, and the free enterprise system itself, is made more clear when an understanding is had of the Corporation's organization structure. There are central staff activities concerned with policy formulation, but the executives in charge of these have no administrative authority. There are numerous divisions, each having a fully self-contained organization, with a General Manager responsible for all the usual functional activities such as engineering, purchasing, production and sales, and financial control. As an institution, having to account to its stockholders, General Motors must justify its corporate existence, and therefore there must be a sound-measure of centralized control assuring proper coordination of activities and conformity with basic policies of broad import and of a kind that can be laid down in explicit terms.

The fact remains that throughout all the years under Mr. Sloan's leadership, and prior thereto when Mr. Pierre du Pont was the chief executive, the greatest of care has been taken to avoid the exercise of dictatorship from top management in any way that could undermine the sense of responsibility beneath, and thus discourage the development of conception and vision, and the exercise of individual initiative. Always it has been recognized that a sound course of action can be determined upon only in the light of that knowledge possessed by men dealing directly with a problem, and who in turn are guided by their understanding of and compliance with the purposes of superior authority. This represents the two-way-flow treatment, as pertaining to the higher level of executive personnel, and the organization principles which have been adhered to are attuned to the theories which I have attempted to outline.

I cannot stress too strongly our steadfast adherence to this policy, even to the point at times of suffering delay in gaining effective accomplishment of essential objectives. Experience has demonstrated that, even in spite of a possible temporary advantage of direct dictatorial action, it is better to allow men to make decisions under their own power.

I wish time made it possible for me to mention many illustrations of General Motors' experience in this matter of individual responsibility and individual initiative. But I have already talked too much about General Motors and I am not trying to advertise its wares. I have been asked to deal with the problems of conserving and developing industrial management as a national resource during and after the war, and I have said I am dealing with only one single phase of the subject—that phase having to do with the human equation. I should like to sum up what I have endeavored to set forth, just in connection with this single phase, by citing the following points:

> 1. We must recognize that industrial management is not and probably never will be perfect. As in all cases where we are dependent upon the results of collective human endeavor, there will be reflected the inherent faults and weakness of human nature.
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> 2. Industrial management, in the course of serving the society upon which its own existence depends, has steadily and progressively broadened its conception of its own responsibilities.
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> 3. Industrial management is in need of accepted rules of conduct, such as have been advocated by the National Association of Manufacturers. Perhaps the most comprehensive statement of principles in this regard was set forth in the Declaration adopted by the Congress of American Industry at its annual meeting in 1939 under the auspices of the N.A.M.
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> 4. Those in industry who have risen to high positions of responsibility must become more conscious of the causes and circumstances underlying their progress. It is so easy for us mortal beings to forget the helpful push that came from below. We must remember that

those who are entitled to higher positions of trust and responsibility must reflect the kind of leadership which enjoys the sympathy and support of subordinates, and who, themselves, must be ready to give understanding support to qualified leadership.

5. No executive, or person entitled to leadership, can remain sufficient unto himself. Whatever his level may be, he must place dependence upon the more intimate understanding of problems possessed by those closer to the facts. He must endeavor at all times to develop the men under him to the peak of their capabilities, with the knowledge that the surest path to his own promotion is the process of developing subordinates to the point where they in turn can assume broader responsibilities.

6. Regardless of his position, the man on the ground is better able to gain an intimate feel of underlying facts bearing upon a given problem than the man farther removed. Here I am including the constructively minded factory worker as well as the foreman immediately above him.

7. In the accustomed organization of industrial management, as it has to do with the manufacture of product, the factory foreman, as a part of management, represents perhaps the most essential link in serving the requirements of the two-way flow. This is because of the intimacy of his contact with the workers and with conditions involved in the work under his immediate supervision.

8. And so it is, in this matter of industrial management, that the most constructive attention to problems comes from complete understanding—the kind of understanding possessed by the man on the ground, passed along up the line, and carefully weighed on the scales of policy determination and administration.

9. Through the untrammeled operation of the two-way-flow treatment, the conception and understanding of combined purpose is broadened and deepened, and every individual is assured of maximum opportunity to synchronize his exercise of responsibilities with overall policy and purpose, in the formulation of which he has had a voice.

10. This two-way-flow treatment is of paramount importance from two standpoints:

a. In order that executive actions will derive from breadth of understanding.

b. In order that management will be perpetuated and its ranks replenished by the younger generation of workers and executives rendered capable of assuming progressively higher responsibilities as their understanding of purpose and procedure is developed.

11. The workmen at the bench, the junior executives along the line, and all others engaged in the processes of industrial management will, under the two-way-flow treatment, come to fuller understanding of their individual responsibilities and the realization that within the framework of free competitive enterprise lies the maximum opportunity for all who gain experience and understanding and who demonstrate their ability to assume ever-increasing responsibilities.

12. Although management can take no direct action in the field of political events which may greatly affect industry's ability to operate efficiently, it can influence the public opinion on which political events depend, by examples of constructive service in the public interest, thus bringing the American people to a more solid acceptance of the vital importance of management's function in serving the material needs of society and conserving and developing the human resources necessary to perpetuate the system that has made America what it is.

If everyone engaged in industry will face realistically the facts with which he is surrounded, possessed of a high sense of social obligation, actuated by the commendable motive of enlightened self-interest, and with consciousness of the human equations involved, then we need not worry about the future of American industry or the future of America. The plain, unassuming, but incontrovertible merit of management's performance will defeat any attempt at government central planning. It will defeat any attempt to substitute for the free competitive enterprise system that hybrid form of State capitalism which would black out individual initiative and substitute political influence for proven experience and understanding. It will defeat any action that would deprive America of that inherent resource of industrial management which America needs so sorely today, and which will be needed just as sorely for the tremendous task of reconstruction.

Foremen's Unions

THE PROBLEM of collective bargaining for supervisory employees has once again come into the limelight. The young and vigorous Foremen's Association of America is showing considerable activity, particularly in the Detroit area.

The movement toward unionization of foremen which began about 1939 and soon died out received new impetus in the middle of 1942, and has grown to sufficient stature to warrant the attention of major executives of many large companies. The latest to feel the pressure of foreman organization is General Motors Corporation. The FAA already has a strong foothold in the supervisory staffs of the Ford Motor Company, the Packard Motor Car Company and the Studebaker Corporation.

These "forgotten men of management," seeing what has been accomplished for the production worker by unions, have come to the conclusion that perhaps a union is the answer to their problems. In many cases this is not the first contact that they have had with unionism, since many have risen from the ranks and were at one time members in good standing of one of the local labor organizations.

UNION COLLIERIES CASE

The right of supervisory employees to bargain collectively has been established by the National Labor Relations Board.[1] The text of the opinion rendered in the case of the Union Collieries Coal Company follows the reasoning developed earlier that "the right of supervisory employees to be represented for the purpose of collective bargaining cannot be doubted."

The Board was not, however, unanimous in its opinion. A series of issues was raised by the dissenting member, in a separate opinion which forms the backbone of the opposition to the inclusion of this class of employee within the scope of the National Labor Relations Act (Wagner Act). This opposition revolves about the dual role occupied by these employees. Within the meaning of the act,[2] they fall under the definition of both "employer" and "employee." This leads to many perplexing questions as to the position of the company in its relations with its supervisory staff.

In the exercise of the right to bargain collectively, certain difficulties arise as to what constitutes the appropriate bargaining unit. Decisions rendered by the board indicate that it is improper for supervisors to be represented by the same union that bargains for the production employee.[1] Board decisions have also held that foremen on different levels may not be included in one unit for the purpose of bargaining.[2]

Dissenting opinions rendered in cases involving appropriate bargaining units for supervisory employees point out that conflicting allegiances can seriously complicate a company's labor relations. A company could easily become the innocent victim of a jurisdictional dispute between two warring factions or of other union difficulties in which it had no interest. Pressure by organized supervisory employees upon their subordinates in matters relating to unionism could further plague the employer whose hands are tied owing to interpretations of the law in his relations with his employees.

MINE SUPERVISION

Further complications have arisen in the case of mine officials because the United Mine Workers have opened their ranks to supervisory employees. The independent union which has been representing these workers has voted to disband, and its members, most of whom were formerly members of the UMW, have decided to join individually with the miners. The NLRB in certifying certain mine officials as an appropriate unit for the purpose of collective bargaining took cognizance of the fact that the petitioning union was not affiliated with the bargaining agent of the rank and file workers. This relationship has been upset by recent events.

It is difficult to foresee just where unionization of supervisory workers will lead. If the present trend continues it would be theoretically possible for unionism to extend up through top management since in reality even executives are employees holding office by virtue of appointment by, and being responsible to, the board of directors and indirectly to the stockholders.

It is the feeling of many interested parties that a definite line of demarcation will have to be determined in order to avoid the anomalous situation now present in the law, because the present situation appears to place supervisory employees on both sides of the fence in regard to the negotiation of a labor agreement and in relation to working under a signed contract.

During the month of April, hearings are scheduled before the NLRB to determine the status of foremen as "employees" under the National Labor Relations Act.

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[1] Union Collieries Coal Company, NLRB—R-3464.

[2] National Labor Relations Act, Section 2, Subsections 2 and 3, July 5, 1935.

[1] Godchaux Sugars, Inc., NLRB—R-4114; Union Collieries Coal Company (Supplementary Decision) NLRB—R-3464; the Studebaker Corporation, NLRB—R-4575-6.

[2] Boeing Aircraft Company, NLRB—R-4233; the Studebaker Corporation, NLRB—R-4575-6.

A bill has been introduced into the House of Representatives by Representative Howard W. Smith (D., Va.) as an amendment to the Selective Training and Service Act of 1940,[1] barring foremen from union membership. A portion of Section 4 of this proposed amendment which has been referred to the Military Affairs Committee, reads as follows:

> . . . He [the war contractor] shall be responsible for the acts of his executive, administrative, professional, or supervisory employees within the scope of their employment, and such employees shall not be eligible to membership in any labor organization engaging in collective bargaining with the contractor, nor shall such contractor be required to engage in collective bargaining with any labor organization, including any of such employees in its membership.

Wm. Barnes O'Connor
Management Research Division

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[1] 78th Congress, 1st Session, H. R. 2239, March 18, 1943.

The Problem of Absenteeism

MORE TIME was lost through absenteeism during 1942 than in any previous year and there are at present many indications that the loss during 1943 will be even greater. The National Safety Council reports that 480 million man days were lost during 1941 as the result of industrial accidents. The Conference Board[1] reports that 350 million man days were lost in 1941 through illness, non-industrial accidents and absence for personal reasons. When these figures for 1941 are combined, they are equivalent to a reduction in the labor force of 2,700,000 persons working six days every week.

During 1942, absenteeism increased so radically that 159,350,000 man days[2] were lost to war industries alone because of illness, non-industrial accidents and absences for personal reasons. To compensate for this time loss, it would be necessary to maintain over 1,600,000 extra men and women.

Workers' hours have grown longer and while longer hours result in greater plant production they also increase sickness absenteeism and the tendency of employees to take time off for personal reasons. Women, who have demonstrated greater tendencies toward absenteeism, are replacing men in large numbers. Older men, who have less physical stamina and lower resistance to disease, are being employed by the thousands. At the same time, changing conditions in civilian life are increasing absentee tendencies. Bad housing conditions and inadequate and crowded transport facilities of towns in which war industries are located bring about increased rates of sickness and attack the physical stamina and well-being of employees before they even get to work. Food and consumer goods shortages make the shopping problems of married women workers more acute.

Increased Importance

When it first became difficult to employ men to fill all the new jobs created by conversion to war production, the high standards of physical selection were lowered and hours of work were increased. The results of these changes were not entirely apparent until the need for still further changes was heightened by the enactment and application of the Selective Service Law. Now, when fewer people are available for civilian employment, the need for conserving and utilizing all available manpower has become of paramount importance.

The employment of older men has necessitated changes in management's concept of the physical stamina of its working force. These men could not be expected to work the long hours younger men could and, furthermore, they could not be employed on the more physically arduous jobs in the plant.

The effect of increasing hours of work beyond a certain limit has been to increase the rate of absence. As has been demonstrated by The Conference Board's index of absenteeism, the number of days lost per employee may be 86% greater at 60 or more hours a week than it is on a schedule of 35 to 39 hours.

Most companies find that 25% to 50% of their employees have perfect records of attendance, or in other words, that a company's time loss through absenteeism is caused by 50% to 75% of its employees. While in this group are certain employees who have been absent only once or twice throughout the year, for the most part it is made up of repeating absentees. The group referred to as "repeaters" consists of men and women whose lack of resistance to disease causes them to be frequently ill and those who are prone to be absent. Normally, the number of repeaters does not change appreciably, but with changes which have been made in company standards of personnel selection it can be expected to increase considerably.

Raising weekly work hours also increases the average number of days lost per absence among the repeaters. However, records of absenteeism may not show this trend immediately, but it will be evident as the changes cause persons who have not previously been absent to become tired—to have their resistance to disease lowered, thus causing them to be absent. Since many of the new absentees will be out for one, two or three days, their absences will counterbalance the increase in severity rate to be noticed among chronic absentees.

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[1] Conference Board Reports, *Studies in Personnel Policy*, No. 46, "Reducing Absenteeism."

[2] Conference Board Reports, *Studies in Personnel Policy*, No. 53, "The Problem of Absenteeism."

Among a "sample" of women in one company, the absence rate of persons without previous experience was found to be significantly higher than among those who had had previous industrial experience. These reports were taken from departments in which women were working on comparable jobs, on both machine and non-machine operations. The women were divided into those who formerly had worked at clerical jobs and those who previously had held factory positions; all were selected on a comparable length of service with their present employer. It would seem probable that persons without previous industrial experience are more likely to be absent due to "learning fatigue" and difficulties which employees may have in acclimating themselves to physical labor.

The war effort demands not only the economic use of all manpower but also that ever-increasing production requirements must be met with a constantly diminishing labor force. In the fulfilment of this task, absence control can be of incalculable help. The reduction of absenteeism is equivalent to the enlargement of the labor force, and the elimination of the factors contributing to absenteeism serve to promote the morale, health and well-being of employees.

Computing Absence Rates

In order to understand properly the seriousness of absenteeism and to appreciate the reasons for it, it is necessary to keep accurate records. Absence records may give detailed reasons for absence of each individual, or they may be limited to broad classifications such as "illness, non-industrial accidents and personal reasons." Vacations and other scheduled absences are not included in company figures. When these records are summarized by department, plant and company, they are later recapitulated as a single figure; consideration of absence reasons may not be necessary in company or departmental analyses as these statistics may be used only for purposes of comparison. When these overall rates are compared with those of different divisions of the company, they help attention to be focused on the parts of the company in which the highest rates prevail. Further study of the conditions within particular divisions is made much easier when personnel records are complete and accurate. It is expedient, therefore, that reasons for absences should be noted on personnel records so that comparison of these reasons can be made in any department whenever desirable. Recording in this manner also affords the opportunity of checking on the frequency with which each employee absents himself for various reasons. When a company keeps records of ended absences, it has an additional opportunity to check upon the accuracy of the reasons an employee has given for his absence so that there is no need for reporting some absences as "reasons—unknown." Requiring explanations in this manner decreases the tendency of employees to stay out for trivial reasons.

During the past several months the acuteness of the labor shortage has heightened tremendously the awareness of industrial management and of government agencies to the potential manpower represented by the absence records of companies throughout the country. It is unfortunate that these absence records and statistics have not been established on some standard bases, although the present confusion is a natural consequence to sudden widespread interest. When The Conference Board first started its studies of absenteeism, a surprising lack of interest in the subject was found. However, the records of companies in which absenteeism was measured were basically the same, as were their statistical methods. Original compilations were based upon record patterns and types of information suggested by the United States Public Health Service and the Industrial Hygiene Foundation of America, organizations which first promoted the use of absentee statistics. Recognizing the value of the statistical methods suggested by these organizations and realizing the amount of valuable data which would be rendered unusable if definitions and statistics were not uniform, The Conference Board has followed closely the pattern set by these organizations in all its publications on the subject.

Basic to these figures is the definition of absence, which is described as "the consecutive period of time an employee is away from work." In this definition, an employee who has been away from work for four days returns to work for two days and then stays away for two additional days has had two absences.

Management's first concern should be to find out the cause of an absence, and its second interest, the duration of the absence. As it has been demonstrated that employees are likely to be inaccurate in reporting their reasons for absence (intentionally or unintentionally), a study was made of the characteristics of absences for known reasons. From this study it was found that non-serious illnesses and personal reasons usually cause an employee to be absent for one, two or three days and that absences of four days or longer generally are the result of more serious illnesses or non-industrial accidents. Absences of one, two or three days' duration were described as "short-term" absences; four or more days, "long-term." Recapitulation of absences under these two categories should, therefore, provide a means of diagnosing the causes of absenteeism in a general way. Thus, if an employer finds that 60% to 80% of all absentees are out for one, two or three days, it is an indication that a high percentage of absenteeism is preventable.

The frequency rate, or average number of absences per thousand employees, shows management the proportion of the working force which is absent during any period. As most employees are not absent a second time during any one month, computation of frequency rate on this period basis serves as an accurate indicator. But a frequency rate computed on an annual basis would include the several absences which employees incur throughout a year and would not afford the accurate comparison of the monthly figure. The severity rate, or the average number of days lost per absence indicates the dimensions of a company's absentee problem. These two rates are the most important figures obtainable for a study of the characteristics of absenteeism.

Absenteeism Among Women

Although the employment of women has taken place much more rapidly in some areas than in others, many more women are likely to be added to the industrial working force of most companies before the end of 1943.

The increasing importance of the reasons underlying women's absences is apparent. The normal annual time loss of women is over 70% greater than that of men, and as changing social and economic conditions affect women in greater degree than men their absence rate is likely to increase radically.

The physical reaction of women to factory work has been surprisingly good. Nevertheless, many of the psychological factors which have retarded their employment in past years still exist and industrial management must cope with many problems previously dismissed as community responsibilities. Home problems, such as illness in the family or routine household tasks, have much more influence upon women than men. The industrial employment of married women does not decrease their home responsibilities. The slow response of married women to requests that they take factory jobs, as well as the high rate of absenteeism of married women, which can be attributed to marketing and shopping, are both owing to this fact. It has been the practice of some managements to classify as "offenders" all women who take time off to shop. Shopping represents a real problem to the working wife and it must be approached accordingly. A company which treats women who have been absent for this reason with disciplinary measures is likely to find that women take time off to shop but report that they have been ill. Steps taken by companies and by communities to facilitate shopping have proved helpful in reducing absenteeism for this cause.

Provision for the care of the young children of women workers is not adequate in most communities although it has been found that a woman feels that the care of her children is more important than her employment, especially when her husband's salary is sufficient to meet the economic needs of the family. The effect on the absentee problem is most evident when shifts are rotated so that women are compelled to work during the evening and night and is further stimulated when both husband and wife work on the same shift and are away from home at the same time, leaving the children entirely without home supervision for certain times of the day. Some companies have solved this problem in part by placing men and their wives on different shifts.

Effects of Age and Marital Status

After years of study, a number of companies have concluded that young people are absent more frequently than older people but that the latter are away from work for longer periods of time at each absence. This condition holds in wartime as well as in peacetime and becomes more important every day as the draft of young men into the armed services causes the average age of industrial employees to rise. In studying the causes of this difference in absenteeism one finds that young persons are more likely to be absent for social reasons, to overtire themselves in recreational pursuits, or to expose themselves to illness. Older persons, although they exercise greater care of their health, lack the resistance and recuperative qualities of young people so that illness forces them to remain away from work for longer periods of time. Furthermore, age diminishes a person's ability to acclimate himself to new and arduous tasks and decreases his stamina. A man of sixty who has worked at some sedentary job for many years finds great difficulty in accomplishing the same amount of work in a plant as a man of the same age who has always been employed in a factory.

Married men have been found to be more regular in their attendance at work than single men, seemingly because they are more responsible than single men; conversely, married women are absent more frequently than single women, especially married women under age 45. Most of these absences among married women of this age can be attributed to home and family responsibility and the lack of economic dependence upon salary, as well as to the greater likelihood of illness.

Combating Absenteeism

The number of absences incurred for purely personal reasons is relatively high and it is probable that, unless checked, this type of absenteeism will increase more rapidly in the future than will legitimate absences for illness. It is unfortunate, therefore, that this type of absenteeism is difficult to recognize. As the need for the effective use of all available manpower becomes more pronounced, companies tend to decrease the number of reasons they will accept as valid cause for absenteeism. The reaction of employees to this change, especially when no effort has been made to educate them to the need for daily attendance, is to report all absence, regardless of its cause, under the reasons acceptable to the company. However, it is inaccurate and dangerous to the morale of employees to consider all absences as offenses, and wasteful to overlook absences resulting from illness when attempting to reduce time loss.

Although the percentage of absenteeism which results from actual illness cannot be estimated, it is desirable as far as possible to forestall sickness absenteeism. The frequent occurrence of sickness indicates the need for a careful study of the health hazards in the plant. When management considers absenteeism as probably originating from some individual or company maladjustment, a great deal can be discovered in a study of absence records. Frequent occurrence of a particular disease in one department may lead to the discovery of drafts or occupational hazards, just as an epidemic of absences for unknown reasons in a department may lead to the discovery of a supervisory problem in that division of the company.

Illness is accountable for a part of the increases in absenteeism throughout the last two years. The accompanying table, compiled from material published by the United States Public Health Service, shows that while illness absenteeism has not increased in direct relation to the increases noted in the overall rate of absenteeism, it is becoming a problem of greater importance.

INCIDENCE OF ILLNESS AND NON-INDUSTRIAL INJURIES

Source: United States Public Health Service

Cause	Annual Number of Cases per 1,000 Males				
	Fourth Quarter		Year		
	1942	1941	1942	1941	1937-'41
Respiratory diseases	47.8	33.1	41.4	41.6	36.6
Digestive diseases	13.7	15.6	16.0	15.3	14.2
Non-respiratory, non-digestive diseases	31.5	30.2	34.2	30.5	30.1
Unknown causes	2.3	3.0	2.1	3.1	2.5
Total illness	95.3	81.9	93.7	90.5	83.4
Total non-industrial injuries	11.2	12.4	11.6	12.0	11.5
Total illness and non-industrial injuries	106.5	94.3	105.3	102.5	94.9

Before the depletion of the labor market, employers were able to guard against too many absences by careful selection of men and women. As it is no longer possible to maintain these rigid requirements, the preliminary physical examination no longer serves this purpose. The examination is now used as an instrument of proper placement; it can, however, be of tremendous value in forestalling absenteeism by discovering many correctable defects. Treatment is made a condition of employment so that persons who are employed and who do not take the suggested treatments are released. In this way, employees are afforded the opportunity of obtaining medical advice and, probably, of forestalling costly hospitalization. The company gains by avoiding future absenteeism. Furthermore, a preplacement examination gives the company physician a chance to become acquainted with each incoming employee and to acquire data on the physical stamina and resistance of each individual which may be used at some later date to judge the accuracy of the reasons an employee gives for absence.

Periodic physical examinations, while not widely used, are exceedingly helpful in discovering disabilities at their onset. Many companies require periodic reexamination of all persons who have disabilities. These examinations are useful in watching the progress of diseases and handicaps. A third method, the examination of all persons who are absent for four or more days, is widely used to differentiate between the beginning absences of some chronic illnesses and repeater absenteeism.

Conditions within a plant may greatly influence the tendency of employees to be absent. This fact may be applied to health hazards or to factors which may adversely affect employee morale. Very important but little considered in combating absenteeism are the new health hazards which have been created by the substitution of chemicals in industrial processes. John F. McMahon, Managing Director of the Industrial Hygiene Foundation, feeling that changes have made surveys of health hazards important said, in a recent article:[1]

> One practical and necessary precaution today in cutting the waste of manpower is the industrial hygiene survey. A survey is to a plant what a physical examination is to an employee. It is a kind of industrial health inventory, a check-up on health conditions. Surveys show up the presence or absence of positive or potential hazards. If dangerous conditions are found, practical measures can be taken to eliminate or control them.
>
> The first step in a survey is an overall appraisal to locate any processes, materials, products or conditions, including sanitary facilities, that may affect health.
>
> Second, where possible hazards are noted, tests are made to determine scientifically whether the exposure is sufficient to be dangerous. These tests usually involve air sampling and laboratory analyses.
>
> The third step is the devising or recommending of practical measures to control any hazards detected. These measures may include the segregation or inclosure of a particularly process, adequate exhaust ventilation, use of wetting methods, improved housekeeping, personal protective equipment, and, of top importance, competent medical supervision.

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[1] "How Healthful Is Your Plant?", *Factory Management and Maintenance*, October, 1942.

These means all help to avoid absenteeism. When absenteeism occurs, it is possible, as previously described, to use absence records to discover unhealthy conditions or conditions which affect employee morale. The solution to a company's problem of absenteeism lies in its efforts to remove the causes so far as possible. Preventives, such as cold vaccines, may be instrumental in removing some of the causes; health education for employees has also been found to have beneficial effects upon absence rates.

The introduction of disease preventives serves to reduce absenteeism in two ways. Men and women who undergo preventive treatments are less apt to be absent if the preventive treatments are at all effective and, in addition, they are kept more constantly aware of health hazards and are more careful of their health. Employees who have taken time off for purely personal reasons are less likely to report that they have any particular type of illness when the management of a company has supplied effective preventives for that illness. As an increasing number of preventives are found, the possibility of falsification diminishes, so that beyond a certain point all absence reasons must be registered truthfully. Preventives and removal of health hazards, especially when coupled with a program of health education, do much to relieve absenteeism from these causes and to raise the morale of employees.

There is no single method the general application of which will largely eliminate absenteeism. However, the use of labor-management committees to discipline employees who cannot justify their absence or the interview of all persons returning after an absence by some member of the medical or personnel department have proved effective means of reducing absenteeism when employees have been educated to the disastrous effects that the loss of time from work may have upon production. Posters and articles in company newspapers or magazines are helpful in educating employees to the bad effects of absenteeism and are valuable supplements to any company's program to reduce absenteeism. To be fully effective, however, this material must be backed by the conscientious and sincere effort of company managements to deal with the problems which cause employees to be absent. One company executive reports:

> For a period of two months we made an extensive survey of the prevailing reasons for absence and tried, so far as possible, to eliminate them. We used posters to educate employees to the effects of absenteeism upon production and to the value of health care and set up new and improved disciplinary and medical procedures. During this period our absenteeism decreased steadily until, during one week, a shortage of material forced us to lay off a number of people temporarily. Since that lay-off our absence rate has been consistently high.

The characteristics of absenteeism, the reasons underlying the greatest volume of absence, and the attendance at work of men and women of different ages are all helpful in choosing means of reducing absenteeism. National absence rates are valuable in determining the standing of a company or community with regard to time loss. However, in the last analysis, as the importance of the various reasons for absence is not uniform in all companies, the solution to any company's problem of absenteeism lies in the ingenuity of its management in determining the particular causes and in choosing preventives from those which have been tested in companies where problems are similar. This does not mean that a uniform pattern can be evolved from the experience of one company in each industry to be generally applied throughout all like companies but that there are certain types of absence which are brought on by different factors and that the treatment of these factors should have a like consequence.

KING MACRURY
Management Research Division

Measuring Absenteeism

ABSENTEEISM in January averaged eight-tenths of a work day for men and 1.2 work days for women. These averages were computed by THE CONFERENCE BOARD from figures of absenteeism in forty-seven plants located in twenty states and employing 147,251 persons, or 38% more persons than were included in the report for December. The plants represented were about 78% engaged in war production of one kind or another. About 21% of the men and 20% of the women were office workers.

Of the employees covered by the survey, 26.0% were women. Since the government estimates that 32.9% of all persons employed during January were women, it would appear that the Board's sample was fairly representative of the proportion of men and women for industry in general.

ABSENCES COMPARED

Women accounted for 39% of all absences, but were absent 77% more frequently than men. They were responsible for 39% of all absences of one, two or three days' duration, but their absences of these durations were 80% more frequent than for men. These short-term absences accounted for 43% of the total time lost by women because of sickness, nonindustrial accidents and personal reasons. Female employees were also absent 67% more frequently than men for long-term absences but since fewer women than men were employed, women's absences of four days or more represented only 37% of all long-term absences.

FURTHER TRENDS INDICATED

At the rate of eight-tenths of a work day lost per man and 1.2 days lost per woman in January, the per annum rate would be 9.6 days for men and 14.4 days for women. Actually, average time lost has steadily increased during the four months since the Board's monthly survey began.

TABLE 1: FREQUENCY AND DURATION OF ABSENCE AMONG 109,090 MALE EMPLOYEES, JANUARY, 1943

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
Over 60	336	104	440	1.7	8.0	3.2	1.4
55–59	...	...	...	...	...	...	...
50–54	355	54	409	1.2	7.5	2.0	0.8
45–49	281	59	340	1.4	7.3	2.3	0.8
40–44	94	44	138	1.6	9.8	4.2	0.6
35–39	75	80	155	2.3	14.4	8.4	1.3
TOTAL	195	54	249	1.5	8.6	3.0	0.8

The final row in Table 1 is a computation made from the report of one company with a rate of time loss higher than other companies working less than sixty hours but with a lower frequency rate, thus indicating that the company's time loss was owing mainly to an unusually small group of repeating absentees.

The relationship of absenteeism to hours of work for male employees is indicated in Table 1. By noting the increases in the number of days lost per employee as weekly hours of work increased, the effect of longer hours upon illness and other reasons for absence becomes apparent.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 38,161 FEMALE EMPLOYEES, JANUARY, 1943

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
50–54	380	114	494	1.6	6.0	2.6	1.3
45–49	381	66	447	1.4	7.8	2.4	1.1
40–44	329	119	448	1.5	7.6	3.1	1.4
35–39	287	81	368	1.5	11.3	3.6	1.3
TOTAL	351	90	441	1.5	7.9	2.8	1.2

Similar data on hours and absenteeism for women are given in Table 2. It would appear that hours of work affect absenteeism among women in much greater degree than among men. The range of weekly work schedules for women is not great enough to provide adequate comparison with the rates for men working longer hours. Such a comparison would help to determine whether there is a level beyond which hours of work do not affect the number of days lost per employee.

The reports of thirty-one plants employing 116,365 persons are analyzed in Table 3 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Illness accounted for 54.6% of the absences; nonindustrial accidents, 0.6%; and personal reasons, 44.7%. These causes were responsible for 63.7%, 2.1%, and 34.2%, respectively, of the time lost.

TABLE 3: FREQUENCY AND DURATION OF ABSENCE AMONG 83,910 MALE AND 32,454 FEMALE EMPLOYEES JANUARY, 1943

Item	Short-Term Absences			Long-Term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 employees									
Men	107	1	99	39	1	13	146	2	112
Women	187	1	170	50	1	40	237	2	210
Days lost per absence									
Men	1.6	1.8	1.4	9.2	15.1	6.5	3.6	10.3	2.0
Women	1.5	2.1	1.5	9.0	13.2	6.9	3.1	9.1	2.5

Women showed the greater tendency to be absent because of illness, with 52.5% of their absences reported under this category as compared with 56.0% for men. Personal reasons were second in importance, accounting for 47.0% of women's and 43.2% of men's absences. Nonindustrial accidents were almost negligible, amounting to only 0.5% and 0.8%, respectively. The overall per annum rates of 9.6 days for men and 14.4 days for women in companies covered by the Board's survey are somewhat higher than the previous rates of the United States Public Health Service. Significantly, the number of days lost per absence from illness and nonindustrial accidents was higher than from personal reasons.

TABLE 4: FREQUENCY AND DURATION OF ABSENCE SEPTEMBER, 1942–JANUARY, 1943

MALE	November	December	January	Average for Five Months (Monthly)
Absences per 1,000 employees	197	240	249	224
Days lost per employee per year	6.9	7.8	9.6	9.0
Days lost per absence	2.9	2.7	3.0	3.3
FEMALE				
Absences per 1,000 employees	411	492	441	420
Days lost per employee per year	12.6	13.9	14.4	16.3
Days lost per absence	2.5	2.4	2.8	3.2

Table 4 indicates the change in the rate and characteristics of absenteeism which occurs from month to month throughout the year. Although the accuracy of this comparison is somewhat impaired by the increases in the sample of cooperating companies, it illustrates the trend throughout the fall and winter months.

During the past four months it has been necessary to release the survey before reports had been received from all the cooperating companies so that it could be made available to participating companies promptly enough for them to obtain real value by comparing the results of the survey with their own experiences. A summary of all the reports received on the absenteeism of 118,092 employees over a period of five months is given in the fourth column of Table 4.

TABLE 5: AVERAGE WEEKLY WORK HOURS

	Men	Women
Factory	45.6	44.6
Office	41.5	40.0
Combined	45.0	42.8

The reports for five months indicate that because of illness, nonindustrial accidents and absences for personal reasons, time is being lost each month at a per annum rate of 9.0 work days for men and 16.3 work days for women. As this rate was taken over months in which absenteeism was both low and high, it is reasonable to assume that it is fairly representative of the attendance performance of employees throughout the year. This means that the absence rate of men has increased 28.6% and the rate of women, 30.8%. It would thus appear that 39,400,000 man days were lost during January and that 482,170,000 man days of absence can be expected in 1943.

TRENDS IN EMPLOYMENT

Twenty-four companies which employed 84,518 men and women in October increased the number on their payrolls 0.3% by the end of January. Separating companies which were working entirely on war orders from those engaged less than 100% on war production, the following trends are discernible:

Companies On:	*Men*	*Women*	*Total*
100% war production	+0.5%	+20.4%	+5.9%
Less than 100% war production	-4.3	+11.4	-2.4
Combined	-2.9	+11.9	+0.3

The number of hours worked in factories by both men and women was also in an upward trend.

KING MACRURY
Management Research Division

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. What observable effect is the promulgation of the war work week of 48 hours and its immediate application to 32 areas having on war industries and nonwar industries? Will this help meet the manpower shortage situation or complicate matters?

Opinion on the effect of the 48-hour week pronouncement of the Administration covers the entire scale from belief that it will help substantially to ease the labor shortage to the feeling that its effect will be negligible. It is pointed out that in a substantial part of war industry the 48-hour week has for some time been reached and exceeded. In other cases the industry shift-schedule has been organized on a 40-hour week basis and its change to 48 hours will involve difficult administrative problems. Any gain is expected to come from nonwar industries that will be able to release men by working the remaining employees forty-eight hours a week. Considerable confusion is looked for if rigid compliance is required, particularly among white collar employees. A few comments on the subject follow:

The promulgation of the 48-hour work week seems to introduce more complexities into a situation which is already complex enough. Not the least of the disturbing factors of the 48-hour week is the moral effect on employees who, because of lack of material or other circumstances, are being employed on a 40-hour week only. The resulting demoralization under such circumstances affects employees not only in the 32 critical employment areas but all over the country. The effect of the 48-hour week in solving the manpower problem is probably negligible, since in the areas where it is made compulsory the 48-hour week has already been generally adopted.

In our own case the promulgation of the war work week of 48 hours had no appreciable effect. In the first place it was customary for our employees to work a 48-hour week long before there was any such rule. It had been hoped that absenteeism would fall appreciably after the effective date of the longer week. There was a slight improvement in the first week, amounting to about one-half of one per cent. Since then the rate has continued rising and is now higher than before.

It appears that little assistance can come to the manpower shortage situation from the formal announcement of the 48-hour week. Most war industries were observing it already. Generally speaking, nonwar industries had lost heavily in manpower to the armed forces and to industries producing war materials. Most of them were shorthanded and had few workers to release under any circumstance.

Since the promulgation of the war work week of 48 hours, the per cent of male applicants for jobs has increased tremendously. This company's employment department has been flooded with telephone calls, letters and visits by male employees who are either in business for themselves, engaged in a nonwar industry, or are on a 40-hour week. The same situation has occurred in the local office of the USES—and this area is *not* included in the 32 areas that are affected by the order. In so far as war industries are concerned, there is no question that the order, plus Mr. McNutt's decree that draft-age men must work in a war industry, "or else," has made available a source of labor supply that possibly would not have been tapped had these orders not come through. Consequently, it has eased and will continue to ease the manpower shortage. From what I can gather there has been a noticeable dislocation of personnel in nonwar industries which are faced with the problem of carrying on their operations with a skeleton force.

A part of this area has only just been pronounced a critical area for the application of the war work week of 48 hours. For this reason, I have had little opportunity to observe first hand the effects of the War Manpower Commission policy. Personally, I cannot see how increasing the work week to 48 hours can fail to help meet the manpower shortage. On the other hand, its fulfilment, without exception and modification in certain respects, will not be accomplished without many complications. For example, in accounting, banking and many similar situations, lengthening the work week to 48 hours will hardly release manpower in any appreciable numbers, and in out-and-out production work one must consider raw materials and distribution of finished products as well as manpower in making the policy effective. For example, in our own industry, we could desire a 48-hour week, but as strong as the desire may be, unless we could buy enough livestock to work that long, it could not be accomplished. And if you reduce the size of the gangs to where it would take 48 hours to handle the livestock one week, the next week the volume may be so large as not to be able to handle it with that gang in 75, 80 or 90 hours. There are many similar situations that must be considered. Aside from all this, working 48 hours the last eight of which are paid at time and one-half seems to me to be an unnatural and unwarranted increase in the cost of doing business and to have strong inflationary aspects.

POINT 2. What is the labor housing situation in your locality? Are housing facilities reasonably adequate, or is the housing situation becoming more critical? Are government or private attempts to meet shortages proving more effective?

A very spotty situation was revealed by comments regarding the workers' housing situation in different localities. Conditions ranged from generally satisfactory to extremely bad. Probably the most common comment was that the housing situation was tight but not yet critical. However, in some communities the shortage was extreme, and attempts to cope with it had not proved very satisfactory.

Naturally, the most serious conditions had developed when large war plants had been built in areas not equipped to accommodate considerable numbers of new employees and their families. Most satisfactory conditions were found where the area of expansion was already well developed and where there were in the vicinity other communities that could absorb additional families.

Private construction was seldom of much assistance in relieving the congested conditions because of unavailability of construction materials. Where the government had endeavored to furnish accommodations, some were reasonably satisfactory, some were very unsatisfactory, and some communities were still waiting for action to be taken.

POINT 3. During the depression many companies helped employees to grow much of their food by making tracts of land available, having it plowed and divided into individual plots. Are companies planning to resume this practice with the present prospect of food shortage?

To date, industrial establishments appear not to have gone very extensively into providing assistance to employees in cultivating Victory gardens. Some had gone to considerable length to give such assistance at the depth of the depression and had found little interest on the part of employees. They were accordingly awaiting some indication of the desire of employees for assistance along these lines before giving the matter serious consideration. Naturally, policy was affected by the company's location since the problem presented serious difficulties for companies located in the center of congested areas while those in small cities or towns could provide land for gardens much more easily. One way that companies are helping is to provide literature for the guidance of inexperienced gardeners, but they are leaving it to the employees to find land for cultivation. Comments on this point follow:

During the depression we tried to encourage our employees to grow food to help out with their food requirements. Our efforts along this line were not too successful. The employees and others showed very little interest in trying to help themselves in this matter, and we became sufficiently discouraged to discontinue the effort.

> We have land available for this purpose, and if there is a demand on the part of individuals for assistance we probably will help them to the extent of providing the ground and perhaps the initial plowing.

> We are doing a great deal to help employees grow food by making tracts of land available. We are particularly fortunate in this respect in our southern mill villages where practically everyone is going to have his little garden this year. We formerly had a rule in our mill villages that people could not have livestock, but we have changed this to permit them to raise poultry.

> We have tracts of land available so that our employees can grow their own vegetables and most of those who live close to our property will have Victory gardens. Plans for Victory gardens are quite general in the community, as everyone seems to realize the seriousness of a possible food shortage.

> The Victory garden idea is growing with the coming of spring days. I have heard of some plants besides our own which are making available a few acres of ground for the use of employees who wish to raise gardens. In our case, we will have in the neighborhood of 100 to 150 individual plots.

POINT 4. It has been said that with their ability to press for wage increases limited by the Administration's wage stabilization policy, some union leaders are concentrating on an increasing crop of minor grievances in order to keep their unions sold to employees. Have your observations led you to believe that this situation is general?

Executives who find an increasing tendency for unions to press minor grievances are in a ratio of about two to one over those who have not observed any such tendency. However, this has been accompanied in many cases by no diminution in pressure for wage increases. Comments cited below indicate the views of particular executives:

> We have had a rather clear indication that national wage stabilization has not decreased the requests for individual (and even group) wage raises. The unions are putting more emphasis on minor grievances, on matters of safety and sanitation, and are insisting on a more active part in such activities as gas and tire rationing, suggestion systems, etc. I believe that this is a national trend in union activity, since national union representatives at least seem to be persuaded that general wage raises will be difficult to obtain and are advising union locals to place major emphasis on working conditions, health and safety, etc.

> There was an effort two or three weeks ago on the part of union leaders to concentrate on minor grievances. That effort was nonproductive. Minor grievances have been reduced to an extremely small number. This is credited to the fact that (1) union leaders have been extremely occupied with wage stabilization and other national issues, and (2) the policy of the company that minor grievances must be handled by foremen according to the contract has been applied more assiduously. It has been found that when foremen give their personal attention to minor grievances presented through shop committeemen, most of these grievances are settled at that point.

> It has very definitely been our experience that present stabilization policies designed to curtail requests for wage increases have caused union leaders to concentrate on an increased crop of minor grievances. We are daily in receipt of many grievances which normally would not be taken up, and the only explanation we have to offer is that the grievance men are not willing to tell their constituents that such cases have no standing under contract. On the other hand, requests for wage increases have in no wise diminished because unions seem to feel that they can secure concessions from the War Labor Board. The situation in general is such that the wage stabilization policy of the administration means nothing to unions, and it is putting companies in a very unfavorable position with such requests and other requests that are merely designed to placate the membership.

> The labor situation is extremely touchy and independent. We are finding more and more grievances and less and less cooperation throughout the organization.
>
> We are also finding an unwillingness on the part of our people to interchange jobs and to pitch in and do all they can to help maintain our production program.
>
> The people in the plant do not seem to connect in any way their productive activities with the patriotic duty that ought to be in the heart of every citizen. Each individual seems still to be thinking of how much he can get out of the present situation and how little he is required to contribute.

> We have found that union leaders are concentrating on a group of minor grievances. They have held out great hopes to many of our employees that they can still get them wage increases in spite of the fact that our wages have increased well over the 15% "Little Steel" formula. This may be a part of the general drive of unions to break this "Little Steel" formula.

> There can be little doubt that in these times union leaders are searching for points on which they can demand concessions, their field of activity having been narrowed materially by wartime regulations. Some union officials who formerly were friendly to management have adopted a belligerent attitude in an attempt to keep the loyalty of their members. Not only are minor grievances increased, but major problems not previously considered are being brought to the front. We recently were told of a very progressive union leader who admitted that he was asking for a closed shop merely to keep up the interest of his constituents, although he had been consistent for many years previous in maintaining that, given union recognition and representation, the closed shop was undesirable.

We have not had an increase in minor grievances presented by unions, but in one case we have found that one union leader is attempting to increase wages through changes in the working conditions. As an example, the claim was made that the past policy of having the truck driver help the loaders load trucks took work away from the loaders, and an attempt has been made to stop this former practice, the demand being for double the former piece rate with company loaders doing all of this work. This would require more men and double the price of loading. Union leaders, since they can do so little toward getting general increases, will naturally look for ways such as this to get some increases and in that way justify the dues paid by the men to the union.

Wage and Salary Stabilization

AIRCRAFT DECISION—GENERAL ORDER 30

EIGHT of the country's largest producers of military aircraft have final assembly plants in southern California. They are: Consolidated Aircraft Corporation, Douglas Aircraft Company, Lockheed Aircraft Corporation, North American Aviation, Inc., Northrop Aircraft, Inc., Ryan Aeronautical Company, Vega Aircraft Corporation, and Vultee Aircraft, Inc. Employees of these plants, together with those at the Boeing Aircraft Company plants in Washington, comprise the personnel affected by the WLB decision of March 3, designated by the board as the West coast airframe companies decision.

One of the most significant features of this decision seems to be the large-scale application of formal job evaluation technique ordered by WLB for this large segment of the aircraft industry. In Part I, Section 1, of the decision, relating to factory employees in the California companies, the board directs that "for the purpose of correcting inequalities and gross inequities in wage rates now paid for the same or similar work, a uniform job classification and wage rate schedule . . . shall be established . . ." It is further directed that "such schedule shall be the schedule identified as the S.C.A.I. (Southern California Aircraft Industry) Plan."

Part VI states that "there shall be created forthwith by the National War Labor Board a West Coast Aircraft Committee which shall be charged with the responsibility for applying the provisions of this directive order."

In Part IV, Section 3(a) the board directs that in the case of Boeing factory employees under WLB jurisdiction "the company and the Aeronautical Industrial District Lodge No. 751 of the International Association of Machinists shall jointly examine the uniform job classification schedule provided for the southern California companies to determine its adaptability to operations at the company's Washington plants." This section further directs that "within three months from the date of this directive order the findings of the company and union may be submitted to the West Coast Aircraft Committee by the company and the union. Thereupon the Committee shall determine what, if any, modifications shall be made in the job classification and wage rate schedule in effect in the company's Washington plants."

Section 3 (b) of Part IV directs that in the case of Boeing nonfactory employees under WLB jurisdiction a uniform job classification and pay schedule shall be adopted. Similarly, Part II, Section 1, directs that nonfactory employees under WLB jurisdiction in the California companies are to be covered by a uniform job classification and pay schedule. It states that "such schedule shall be established not later than three months from the date of this directive order in each of the California companies."

Part V, Section 1, states that "in accordance with such procedures as the West Coast Aircraft Committee may adopt, either the management or the workers in any plant . . . may petition the committee to revise any established job classification, grade, description or evaluation."

Formal job evaluation[1] involves the use of a measuring stick composed of certain job characteristics with a definite range of numerical values or points assigned to each. In the California aircraft plan, according to the opinion written by the chairman of the WLB, the measuring stick consists of the following seven job characteristics: (1) skill, (2) mentality, (3) responsibility for material and equipment, (4) mental application, (5) physical application, (6) job conditions, and (7) unavoidable hazards.

The opinion of the WLB chairman includes the statement that "about 50% of the present employees have been working for less than the evaluated rate for their jobs. They will receive pay increases averaging approximately 7½¢ per hour. Those workers who are now receiving as much as, or more than, the minimum evaluated rate for grades in which they are classified will receive no increase in pay unless and until they qualify for merit increases under the existing merit increase systems of the several plants."

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[1] For detailed information on this subject, see *Studies in Personnel Policy*, No. 25, "Job Evaluation—Formal Plans for Determining Basic Pay Differentials."

Employees at the Boeing Aircraft Company plants were awarded a general increase in basic rates of 4½¢ an hour.

BACKGROUND OF CALIFORNIA PLAN

The adoption of the California aircraft plan of job evaluation is based on a background of study of this subject on the part of the California aircraft companies, extending back as far as 1941. This background is described by the WLB chairman in the majority opinion, as follows:

> In the mediation proceedings before the National Defense Mediation Board in the matter of North American Aviation, Inc., and the International Union of United Automobile Workers of America, CIO, during the early summer of 1941, the confused wage structure then existing at that plant was brought to the attention of the Mediation Board and the Board recommended that the parties should include in their contract a provision for the evaluation and classification of jobs, to be negotiated with the union. Such a provision was included in the contract and negotiations started in August, 1941, were completed in October and were made effective in a partial rectification of the wage structure on November 2, 1941. At about the same time extensive negotiations between the management of the Lockheed Aircraft Corporation and the International Association of Machinists had led to the development, although not yet to the adoption, of an elaborate and highly refined job classification and evaluation plan for the Lockheed and Vega plants. This plan has been submitted to the Board and is referred to in the record as the I.A.M. plan. In June, 1941, most of the companies in the Southern California aircraft industry joined in setting up a committee to develop standard descriptions and evaluations which could be applied to the whole industry as the basis for a standard rate structure. The I.A.M. plan was submitted to this committee and commented upon by the individual managements of the several companies represented on the committee. The work of the committee has continued to the present time, and the original plan developed by it has gone through two main revisions. The resulting plan is referred to in the record as the S.C.A.I. plan. It has been made the basis of the final determination of the Board for the Southern California plants.

COMMITTEE DIVISIONS

On March 8, the WLB issued a directive order to the effect that the tripartite West Coast Aircraft Committee, charged with the responsibility of administering the board's aircraft decision, will consist of two divisions. One division of five members is assigned to the wage stabilization area in which the California companies are located; the other division, consisting of three members, is assigned to the area in which the Boeing Aircraft Company is located. Both divisions have the power to issue interpretative and directive orders. Final orders will be filed with the regional boards involved. Joint meetings of the two divisions may be held upon request of the chairman of either divisional committee.

HOLD-THE-LINE ORDER

Executive Order 9250 provides four major headings under which WLB is given power to grant pay increases: (1) maladjustments (Little Steel formula), (2) inequalities, (3) substandards of living, (4) effective prosecution of the war. In President Roosevelt's "hold-the-line" order of April 8, "inequalities" and "effective prosecution of the war" are removed from jurisdiction of the WLB. The full text of Paragraph 2 of this order follows:

> The National War Labor Board, the Commissioner of Internal Revenue and other agencies exercising authority conferred by Executive Order No. 9250 or Executive Order 9299 and the regulations issued pursuant thereto over wage or salary increases are directed to authorize no further increase in wages or salaries except such as are clearly necessary to correct substandards of living, provided that nothing herein shall be construed to prevent such agencies from making such wage or salary readjustments as may be deemed appropriate and may not have heretofore been made to compensate, in accordance with the Little Steel formula as heretofore defined by the National War Labor Board, for the rise in the cost of living between January 1, 1941 and May 1, 1942. Nor shall anything herein be construed to prevent such agencies, subject to the general policies and directives of the Economic Stabilization Director, from authorizing reasonable adjustments of wages and salaries in case of promotions, reclassifications, merit increases, incentive wages or the like, provided that such adjustments do not increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.

GENERAL ORDER NO. 30

The lowest hourly wage that may be paid under the Fair Labor Standards Act is 30¢ per hour. Industry committees in many industries have raised the minimum to 40¢ per hour by mutual agreement among themselves and with the Wage and Hour and Public Contracts Division of the United States Department of Labor. General Order No. 30, issued by the WLB on March 16, provides flexibility of action under the 40¢ wage level. In effect, the order is as follows:

> 30. Increases in wage and salary rates which do not bring such rates above 40¢ an hour may be made without the approval of the WLB if there is no adverse effect on price ceilings.

E. S. HORNING
Management Research Division

Earnings, Hours and Employment —Class I Railroads, 1942

MORE PERSONS were employed on Class I railroads in 1942 than in any other year since 1930. Weekly earnings were at new peak levels as a result of longer working hours and higher hourly earnings. Wage-rate increases granted in December, 1941, as well as additional premium payments for the longer hours worked, were responsible for higher earnings per hour.

Since 1938, employment on railroads has followed a definite seasonal pattern by rising from a low point in January to a peak in October and receding gradually to January of the following year. The effect of war demands upon the facilities of American railroads has, however, served to alter this pattern and in January, 1942, the number of persons engaged on railroads was not at a low point but was equal to the mid-point of the rising cycle of 1941—slightly larger than the number employed on June 15 and slightly smaller than the number on July 15. Employment gains were recorded in each consecutive month, from January to August, 1942, with the 1941 high point surpassed in April and the 1942 peak attained in August. Employment fell off fractionally in September and October, and receded slightly more in November. In December, the trend of the three previous months was reversed, with total employment in that month 14% higher than it had been in January and only 0.4% below the August peak.

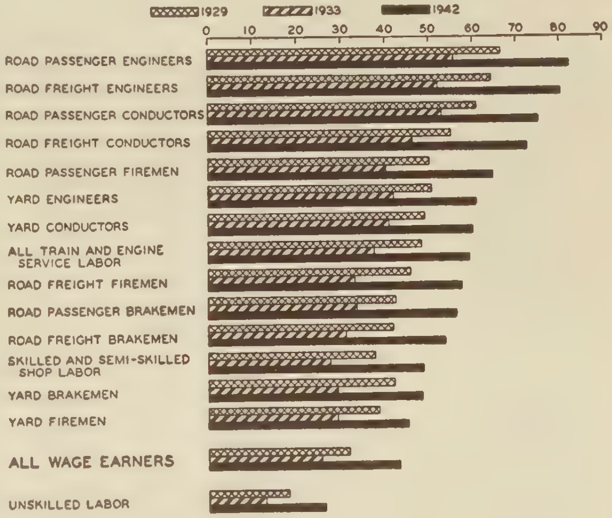
The trends of employment of unskilled workers and wage earners included in the total but not separately classified who comprised approximately 53% of all railroad wage earners, dominated the trend for all workers. In train and engine service, where approximately 29% of all workers are employed, totals rose in each consecutive month of 1942 except in June when a negligible decline was recorded. This reduction in the number of employed workers was more than offset by the June-to-July rise. Skilled and semi-skilled shop labor, which accounts for the remaining 18% of railroad workers, varied more from month to month in 1942 than any of the other groups. A very slight curtailment of employment in February was more than offset by a substantial rise in March. The upward trend continued throughout the year with only fractional recessions in August and November. The December peak level was 9% above January and 8% above the 1941 peak reached in October.

Hourly earnings of railroad workers averaged $.862 in 1942. This peak exceeded the 1941 average by 12.8% because of wage-rate increases of 9½ cents an hour for operating workers and 10 cents an hour for non-operating workers which were granted in December, 1941. In addition, working hours had expanded to 50.1 in the year-period, with the result that overtime premium payments were greater. Workers averaged longer hours a week in 1942 than in any other year since 1923.

WEEKLY EARNINGS OF WAGE EARNERS, CLASS I RAILROADS, BY CLASS OF SERVICE

Source: THE CONFERENCE BOARD

In Dollars



Weekly earnings reflecting both longer working hours and higher hourly earnings rose to a new peak of $43.18 (for wage earners as of the middle of the month) for the year 1942. This average compares with $36.83 in 1941, $31.71 in 1929, and $34.19 in 1920. Despite rising living costs, "real" weekly earnings, or dollar earnings in terms of the commodities and services that might be purchased, were higher than in any other year since these surveys were begun in 1914. While real weekly earnings were highest in the first quarter of the year, during the remainder of the year they were still higher than in any other period since these data have been compiled.

E. B. DUNN
Division of Industrial Economics

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, 1942

Source: Interstate Commerce Commission; computed by THE CONFERENCE BOARD

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923=100				
							Actual	Real			
ALL WAGE EARNERS											
1942 January	891,086	989,245	$.871	148.6	157.2	$42.67	143.9	152.3	49.0	$38.43	44.1
February	891,135	980,541	.878	149.8	157.5	43.20	145.7	153.2	49.2	39.26	44.7
March	910,596	1,017,390	.870	148.5	154.5	43.05	145.1	151.0	49.5	38.53	44.3
April	954,971	1,062,486	.860	146.8	151.2	42.85	144.5	148.8	49.8	38.51	44.8
May	981,021	1,095,420	.859	146.6	150.7	41.68	140.5	144.4	48.5	37.33	43.5
June	999,145	1,124,888	.848	144.7	148.7	42.84	144.4	148.4	50.5	38.05	44.9
July	1,017,302	1,143,897	.848	144.7	148.0	42.39	142.9	146.1	50.0	37.70	44.4
August	1,021,239	1,152,068	.851	145.2	148.0	42.93	144.7	147.5	50.5	38.05	44.7
September	1,020,347	1,149,999	.859	146.6	148.7	43.66	147.2	149.3	50.8	38.74	45.1
October	1,018,519	1,150,232	.860	146.8	147.2	44.72	150.8	151.3	52.0	39.60	46.1
November	1,013,201	1,139,033	.867	148.0	147.6	43.62	147.1	146.7	50.3	38.80	44.7
December	1,016,964	1,143,986	.867	148.0	146.5	44.49	150.0	148.5	51.3	39.55	45.6
Annual Average	977,961	1,095,765	.862	147.1	150.6	43.18	145.6	149.0	50.1	38.55	44.7
ALL TRAIN AND ENGINE SERVICE											
1942 January	264,494	287,071	$1.215	145.9	154.4	$58.47	133.6	141.4	48.1	$53.87	44.3
February	266,800	286,237	1.215	145.9	153.4	58.85	134.4	141.3	48.4	54.85	45.1
March	271,133	292,303	1.215	145.9	151.8	58.43	133.5	138.9	48.1	54.20	44.6
April	277,447	296,558	1.213	145.6	149.9	58.36	133.3	137.3	48.1	54.60	45.0
May	280,443	300,182	1.214	145.7	149.7	57.86	132.2	135.9	47.7	54.06	44.5
June	280,212	300,270	1.211	145.4	149.4	58.72	134.1	137.8	48.5	54.80	45.2
July	281,844	302,785	1.212	145.5	148.8	58.95	134.7	137.7	48.6	54.88	45.3
August	285,039	305,653	1.208	145.0	147.8	59.89	136.8	139.4	49.6	55.85	46.2
September	289,395	311,027	1.203	144.4	146.5	60.98	139.3	141.3	50.7	56.74	47.2
October	293,064	315,525	1.199	143.9	144.3	61.84	141.3	141.7	51.6	57.44	47.9
November	293,573	316,929	1.199	143.9	143.5	60.42	138.0	137.6	50.4	55.97	46.7
December	294,713	318,671	1.192	143.1	141.7	61.35	140.1	138.7	51.4	56.74	47.6
Annual Average	281,513	302,768	1.208	145.0	148.4	59.51	135.9	139.1	49.3	55.33	45.8
SKILLED AND SEMI-SKILLED SHOP LABOR											
1942 January	166,451	173,830	$.959	134.5	142.3	$47.18	135.5	143.4	49.2	$45.18	47.1
February	166,383	173,909	.964	135.2	142.2	47.50	136.4	143.4	49.3	45.44	47.2
March	168,196	176,033	.962	134.9	140.4	48.11	138.1	143.7	50.0	45.97	47.8
April	171,190	178,693	.960	134.6	138.6	48.85	140.3	144.5	50.9	46.80	48.7
May	173,617	181,069	.964	135.2	139.0	47.15	135.4	139.2	48.9	45.21	46.9
June	175,813	183,124	.961	134.8	138.5	49.30	141.5	145.4	51.3	47.33	49.3
July	177,602	184,911	.963	135.1	138.1	48.65	139.7	142.8	50.5	46.73	48.5
August	177,509	185,702	.965	135.3	137.9	48.86	140.3	143.0	50.7	46.71	48.4
September	178,877	186,541	.972	136.3	138.2	49.30	141.5	143.5	50.7	47.27	48.6
October	179,821	188,128	.973	136.5	136.9	50.80	145.9	146.3	52.2	48.55	49.9
November	179,398	187,731	.982	137.7	137.3	49.25	141.4	141.0	50.2	47.06	47.9
December	180,745	188,310	.982	137.7	136.3	50.45	144.8	143.4	51.4	48.42	49.3
Annual Average	174,634	182,332	.967	135.6	138.8	48.78	140.1	143.4	50.4	46.72	48.3
UNSKILLED LABOR											
1942 January	190,526	230,109	$.541	147.4	156.0	$25.55	139.5	147.6	47.2	$21.15	39.1
February	188,898	223,019	.541	147.4	155.0	25.72	140.4	147.6	47.6	21.79	40.3
March	198,661	246,546	.540	147.1	153.1	26.21	143.1	148.9	48.5	21.12	39.1
April	229,905	282,194	.538	146.6	151.0	26.25	143.3	147.6	48.8	21.39	39.8
May	249,250	306,364	.538	146.6	150.7	25.27	137.9	141.7	47.0	20.56	38.2
June	262,007	329,340	.537	146.3	150.4	27.02	147.5	151.6	50.3	21.49	40.0
July	274,998	341,826	.539	146.9	150.2	26.43	144.3	147.5	49.0	21.26	39.4
August	274,765	343,786	.545	148.5	151.4	26.98	147.3	150.2	49.5	21.56	39.6
September	265,998	331,631	.548	149.3	151.4	26.96	147.2	149.3	49.2	21.62	39.5
October	258,506	319,039	.547	149.0	149.4	27.74	151.4	151.9	50.8	22.48	41.1
November	251,159	307,991	.546	148.8	148.4	26.29	143.5	143.1	48.2	21.44	39.3
December	248,616	302,348	.549	149.6	148.1	26.51	144.7	143.3	48.2	21.80	39.7
Annual Average	241,107	297,016	.542	147.7	151.2	26.41	144.2	147.6	48.7	21.47	39.6

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, May, 1942, pages 142-145.

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, 1942

(Continued)

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923=100 Actual	Indexes, 1923=100 Real			
ROAD PASSENGER CONDUCTORS											
1942 January	7,219	7,726	$1.733	156.3	165.4	$73.13	135.8	143.7	42.2	$68.33	39.4
February	7,124	7,517	1.756	158.3	166.5	73.64	136.8	143.8	41.9	69.79	39.8
March	7,115	7,528	1.756	158.3	164.7	72.53	134.7	140.2	41.3	68.55	39.0
April	7,197	7,620	1.731	156.1	160.8	73.74	137.0	141.2	42.6	69.64	40.2
May	7,103	7,506	1.741	157.0	161.4	73.54	136.6	140.4	42.2	69.59	40.0
June	7,199	7,685	1.733	156.3	160.6	74.52	138.4	142.2	43.0	69.81	40.3
July	7,355	7,870	1.735	156.4	159.9	74.48	138.3	141.4	42.9	69.61	40.1
August	7,464	8,013	1.722	155.3	158.3	75.43	140.1	142.8	43.8	70.26	40.8
September	7,475	8,125	1.711	154.3	156.5	77.59	144.1	146.1	45.3	71.38	41.7
October	7,483	7,967	1.702	153.5	154.0	75.86	140.9	141.3	44.6	71.25	41.9
November	7,628	8,146	1.696	152.9	152.4	76.27	141.7	141.3	45.0	71.42	42.1
December	7,938	8,554	1.652	149.0	147.5	79.84	148.3	146.8	48.3	74.09	44.9
Annual Average	7,358	7,855	1.722	155.3	159.0	75.05	139.4	142.7	43.6	70.31	40.9
YARD CONDUCTORS											
1942 January	18,469	19,517	$1.115	133.2	141.0	$59.98	136.3	144.2	53.8	$56.76	50.0
February	18,700	19,885	1.113	133.0	139.9	60.41	137.3	144.4	54.3	56.81	51.0
March	18,906	20,156	1.111	132.7	138.1	59.86	136.0	141.5	53.9	56.15	50.6
April	19,189	20,210	1.109	132.5	136.5	59.49	135.2	139.2	53.7	56.48	51.0
May	19,327	20,323	1.109	132.5	136.2	58.24	132.3	136.0	52.5	55.39	49.9
June	19,230	20,319	1.109	132.5	136.2	58.86	133.7	137.4	53.1	55.71	50.2
July	19,361	20,492	1.110	132.6	135.6	58.60	133.2	136.2	52.8	55.37	49.9
August	19,604	20,662	1.112	132.9	135.5	59.24	134.6	137.2	53.3	56.21	50.5
September	20,148	21,303	1.111	132.7	134.6	59.36	134.9	136.8	53.4	56.14	50.5
October	20,239	21,315	1.118	133.6	134.0	61.17	139.0	139.4	54.7	58.08	52.0
November	20,129	21,326	1.137	135.8	135.4	60.49	137.4	137.0	53.2	57.10	50.2
December	20,180	21,487	1.118	133.6	132.3	61.47	139.7	138.3	55.0	57.73	51.6
Annual Average	19,457	20,583	1.114	133.1	136.2	59.76	135.8	139.0	53.6	56.49	50.7
ROAD FREIGHT FIREMEN											
1942 January	27,574	30,684	$1.188	152.3	161.2	$56.23	136.7	144.7	47.3	$50.53	42.5
February	28,149	30,525	1.181	151.4	159.2	56.32	136.9	144.0	47.7	51.94	44.0
March	28,678	31,249	1.192	152.8	159.0	56.45	137.2	142.8	47.3	51.81	43.4
April	29,264	31,749	1.193	152.9	157.5	56.90	138.3	142.4	47.7	52.45	44.0
May	30,083	32,792	1.192	152.8	157.0	56.34	136.9	140.7	47.2	51.69	43.3
June	30,228	32,917	1.186	152.1	156.3	56.73	137.9	141.7	47.8	52.09	43.9
July	30,577	33,216	1.188	152.3	155.7	56.74	137.9	141.0	47.7	52.23	44.0
August	30,907	33,530	1.184	151.8	154.7	57.99	141.0	143.7	49.0	53.45	45.2
September	31,448	34,177	1.172	150.3	152.4	59.02	143.5	145.5	50.4	54.31	46.3
October	31,914	34,853	1.165	149.4	149.8	60.19	146.3	146.7	51.7	55.12	47.3
November	31,850	34,861	1.163	149.1	148.7	58.08	141.2	140.8	50.0	53.06	45.6
December	31,679	34,636	1.152	147.7	146.2	58.74	142.8	141.4	51.0	53.73	46.6
Annual Average	30,196	32,932	1.180	151.3	154.9	57.48	139.7	143.0	48.7	52.70	44.7
ROAD PASSENGER FIREMEN											
1942 January	8,444	9,288	$1.791	180.2	190.7	$63.78	147.5	156.1	35.6	$57.98	32.4
February	8,302	8,979	1.805	181.6	191.0	62.87	145.4	152.9	34.8	58.13	32.2
March	8,231	8,997	1.812	182.3	189.7	62.70	145.0	150.9	34.6	57.36	31.7
April	8,313	8,993	1.783	179.4	184.8	63.82	147.6	152.0	35.8	58.99	33.1
May	8,340	9,020	1.797	180.8	185.8	62.84	145.3	149.3	35.0	58.10	32.3
June	8,407	9,141	1.788	179.9	184.9	63.84	147.6	151.7	35.7	58.71	32.8
July	8,449	9,271	1.782	179.3	183.3	64.42	149.0	152.4	36.2	58.71	33.0
August	8,626	9,430	1.760	177.1	180.5	64.97	150.3	153.2	36.9	59.43	33.8
September	8,766	9,614	1.579	158.9	161.2	65.82	152.2	154.4	41.7	60.01	38.0
October	8,716	9,512	1.735	174.5	175.0	65.72	152.0	152.5	37.9	60.22	34.7
November	8,911	9,779	1.721	173.1	172.6	65.93	152.5	152.0	38.3	60.08	34.9
December	9,217	10,600	1.653	166.3	164.7	69.87	161.6	160.0	42.3	60.76	36.7
Annual Average	8,560	9,385	1.751	176.2	180.3	64.72	149.7	153.2	37.1	59.04	33.8

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, 1942

(Continued)

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923=100				
							Actual	Real			
ROAD FREIGHT ENGINEERS											
1942 January	25,390	27,297	$1.506	143.2	151.5	$78.51	132.8	140.5	52.2	$73.03	48.5
February	25,578	27,246	1.510	143.5	150.9	79.70	134.8	141.7	52.8	74.82	49.5
March	26,132	27,775	1.511	143.6	149.4	79.69	134.7	140.2	52.7	74.98	49.6
April	26,853	28,582	1.509	143.4	147.7	79.84	135.0	139.0	52.9	75.01	49.7
May	27,672	29,549	1.509	143.4	147.4	78.74	133.1	136.8	52.2	73.74	48.9
June	27,750	29,703	1.504	143.0	147.0	79.59	134.6	138.3	52.9	74.36	49.5
July	28,003	30,113	1.507	143.3	146.5	79.75	134.8	137.8	52.9	74.16	49.2
August	28,368	30,345	1.497	142.3	145.1	81.13	137.2	139.9	54.2	75.85	50.7
September	28,899	31,093	1.486	141.3	143.3	82.60	139.7	141.7	55.6	76.77	51.7
October	29,420	31,902	1.479	140.6	141.0	84.11	142.2	142.6	56.9	77.57	52.4
November	29,593	31,974	1.477	140.4	140.0	80.33	135.8	135.4	54.4	74.35	50.4
December	29,505	31,696	1.460	138.8	137.4	81.12	137.2	135.8	55.6	75.52	51.7
Annual Average	27,764	29,773	1.496	142.2	145.5	80.43	136.0	139.2	53.8	75.01	50.2
ROAD PASSENGER ENGINEERS											
1942 January	9,212	9,837	$2.135	163.7	173.2	$80.93	138.6	146.7	37.9	$75.79	35.5
February	9,071	9,543	2.149	164.8	173.3	79.95	136.9	144.0	37.2	76.00	35.4
March	8,992	9,539	2.158	165.5	172.2	79.85	136.8	142.4	37.0	75.27	34.9
April	9,080	9,632	2.145	164.5	169.4	81.25	139.2	143.4	37.9	76.59	35.7
May	9,012	9,546	2.141	164.2	168.8	80.90	138.6	142.4	37.8	76.38	35.7
June	9,133	9,697	2.133	163.6	168.1	81.55	139.7	143.6	38.2	76.81	36.0
July	9,200	9,931	2.128	163.2	166.9	82.26	140.9	144.1	38.7	76.20	35.8
August	9,489	10,141	2.109	161.7	164.8	81.73	140.0	142.7	38.8	76.48	36.3
September	9,624	10,297	2.076	159.2	161.5	82.75	141.7	143.7	39.9	77.34	37.3
October	9,451	10,171	2.084	159.8	160.3	83.85	143.6	144.0	40.2	77.92	37.4
November	9,645	10,590	2.068	158.6	158.1	83.64	143.2	142.8	40.4	76.17	36.8
December	10,011	11,048	1.996	153.1	151.6	87.46	149.8	148.3	43.8	79.25	39.7
Annual Average	9,327	9,998	2.110	161.8	165.6	82.18	140.7	144.0	39.0	76.68	36.4
YARD ENGINEERS											
1942 January	18,009	18,949	$1.170	133.0	140.7	$61.19	132.3	140.0	52.3	$58.16	49.7
February	18,120	19,116	1.168	132.7	139.5	62.00	134.0	140.9	53.1	58.77	50.3
March	18,348	19,331	1.165	132.4	137.8	61.24	132.4	137.8	52.6	58.12	49.9
April	18,687	19,658	1.164	132.3	136.3	60.43	130.6	134.5	51.9	57.44	49.3
May	18,786	19,705	1.162	132.0	135.7	59.14	127.8	131.3	50.9	56.38	48.5
June	18,554	19,566	1.162	132.0	135.7	60.34	130.4	134.0	51.9	57.22	49.3
July	18,690	19,766	1.163	132.2	135.2	59.98	129.7	132.6	51.6	56.72	48.8
August	18,836	19,948	1.165	132.4	135.0	60.83	131.5	134.0	52.2	57.44	49.3
September	19,132	20,257	1.205	136.9	138.8	61.42	132.8	134.7	51.0	58.01	48.1
October	19,532	20,574	1.178	133.9	134.3	62.19	134.4	134.8	52.8	59.04	50.1
November	19,549	20,630	1.167	132.6	132.2	61.13	132.1	131.7	52.4	57.93	49.6
December	19,709	20,866	1.171	133.1	131.8	61.67	133.3	132.0	52.7	58.25	49.8
Annual Average	18,829	19,864	1.170	133.0	136.1	60.96	131.8	134.9	52.1	57.79	49.4
ROAD FREIGHT CONDUCTORS											
1942 January	19,544	20,991	$1.288	147.0	155.6	$70.46	134.1	141.9	54.7	$65.60	50.9
February	19,590	20,955	1.290	147.3	154.9	71.83	136.7	143.7	55.7	67.15	52.1
March	20,168	21,522	1.292	147.5	153.5	71.16	135.4	140.9	55.1	66.69	51.6
April	20,547	21,988	1.290	147.3	151.7	72.10	137.2	141.3	55.9	67.37	52.2
May	21,109	22,560	1.289	147.1	151.2	71.48	136.0	139.8	55.5	66.88	51.9
June	21,178	22,784	1.284	146.6	150.7	72.82	138.5	142.3	56.7	67.69	52.7
July	21,377	23,000	1.283	146.5	149.8	72.90	138.7	141.8	56.8	67.76	52.8
August	21,725	23,331	1.274	145.4	148.2	73.73	140.3	143.0	57.9	68.65	53.9
September	22,036	23,755	1.265	144.4	146.5	75.24	143.2	145.2	59.5	69.80	55.2
October	22,431	24,114	1.258	143.6	144.0	76.32	145.2	145.6	60.7	71.00	56.4
November	22,423	24,251	1.253	143.0	142.6	73.05	139.0	138.6	58.3	67.55	53.9
December	22,406	24,081	1.241	141.7	140.3	73.01	138.9	137.5	58.8	67.93	54.7
Annual Average	21,211	22,778	1.276	145.7	149.1	72.84	138.6	141.9	57.1	67.84	53.2

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, 1942

(Continued)

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month	
				Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner		
							Indexes, 1923=100				
	Middle of Month	Receiving Pay During Month	Actual	Actual	Real	Actual	Actual	Real		Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
YARD FIREMEN											
1942 January	19,323	21,463	$.943	139.3	147.4	$45.37	131.5	139.2	48.1	$40.85	43.3
February	19,389	21,329	.948	140.0	147.2	46.07	133.5	140.4	48.6	41.88	44.2
March	19,873	22,153	.938	138.6	144.2	44.97	130.3	135.6	47.9	40.34	43.0
April	20,430	22,494	.938	138.6	142.7	43.97	127.4	131.2	46.9	39.93	42.6
May	20,285	22,338	.937	138.4	142.2	43.56	126.3	129.8	46.5	39.56	42.2
June	19,976	21,924	.936	138.3	142.1	44.52	129.0	132.6	47.6	40.57	43.4
July	20,050	21,977	.937	138.4	141.5	44.35	128.6	131.5	47.3	40.46	43.2
August	20,192	22,332	.939	138.7	141.4	45.10	130.7	133.2	48.0	40.78	43.4
September	20,523	22,516	.939	138.7	140.7	45.57	132.1	134.0	48.5	41.54	44.2
October	20,993	23,133	.942	139.1	139.5	46.02	133.4	133.8	48.9	41.77	44.3
November	20,995	23,250	.940	138.8	138.4	45.40	131.6	131.2	48.3	41.00	43.6
December	20,881	23,268	.944	139.4	138.0	46.37	134.4	133.1	49.1	41.61	44.1
Annual Average	20,243	22,348	.940	138.8	142.1	45.11	130.8	133.9	48.0	40.86	43.5
ROAD FREIGHT BRAKEMEN											
1942 January	48,253	52,749	$1.060	155.0	164.0	$51.81	133.3	141.1	48.9	$47.39	44.7
February	48,948	52,411	1.065	155.7	163.7	52.34	134.7	141.6	49.2	48.88	45.9
March	50,051	54,118	1.070	156.4	162.7	52.23	134.4	139.9	48.8	48.31	45.1
April	51,200	54.727	1.065	155.7	160.4	52.56	135.3	139.3	49.4	49.18	46.2
May	52,272	56,086	1.064	155.6	159.9	52.43	134.9	138.6	49.3	48.87	45.9
June	52,240	56,013	1.060	155.0	159.3	53.25	137.0	140.8	50.2	49.67	46.8
July	52,664	56,427	1.060	155.0	158.5	53.57	137.9	141.0	50.5	49.99	47.2
August	53,272	56,868	1.053	153.9	156.9	54.48	140.2	142.9	51.7	51.04	48.5
September	54,128	58,117	1.044	152.6	154.8	55.91	143.9	145.9	53.6	52.07	49.9
October	55,050	59,228	1.037	151.6	152.1	56.85	146.3	146.7	54.8	52.84	50.9
November	54,694	58,990	1.037	151.6	151.1	55.03	141.6	141.2	53.1	51.02	49.2
December	54,690	58,444	1.023	149.6	148.1	54.69	140.7	139.3	53.4	51.18	50.0
Annual Average	52,289	56,182	1.053	153.9	157.5	53.76	138.3	141.6	51.1	50.04	47.5
ROAD PASSENGER BRAKEMEN											
1942 January	11,062	12,031	$1.346	171.5	181.5	$53.13	145.3	153.8	39.5	$48.85	36.3
February	10,916	11,580	1.364	173.8	182.8	53.42	146.1	153.6	39.2	50.36	36.9
March	10,857	11,634	1.358	173.0	180.0	52.66	144.0	149.8	38.8	49.14	36.2
April	10,969	11,682	1.352	172.2	177.3	54.31	148.5	152.9	40.2	51.00	37.7
May	10,773	11,715	1.349	171.8	176.6	55.07	150.6	154.8	40.8	50.65	37.5
June	11,116	12,017	1.347	171.6	176.4	55.25	151.1	155.3	41.0	51.10	37.9
July	11,371	12,412	1.341	170.8	174.6	56.21	153.7	157.2	41.9	51.49	38.4
August	11,638	12,581	1.323	168.5	171.8	56.64	154.9	157.9	42.8	52.39	39.6
September	11,897	12,903	1.339	170.6	173.0	58.69	160.5	162.8	43.8	54.11	40.4
October	12,072	13,156	1.341	170.8	171.3	57.44	157.1	157.6	42.8	52.71	39.3
November	12,143	13,187	1.276	162.5	162.0	59.03	161.4	160.9	46.2	54.36	42.6
December	12,641	13,807	1.293	164.7	163.1	61.35	167.8	166.1	47.4	56.17	43.4
Annual Average	11,455	12,392	1.336	170.2	174.2	56.10	153.4	157.0	42.0	51.86	38.9
YARD BRAKEMEN											
1942 January	48,081	52,361	$1.038	134.6	142.4	$48.61	129.3	136.8	46.8	$44.64	43.0
February	49,004	52,981	1.037	134.5	141.4	48.71	129.6	136.3	47.0	45.05	43.4
March	49,880	54,132	1.034	134.1	139.5	48.17	128.1	133.3	46.6	44.38	42.9
April	51,788	55,087	1.033	134.0	138.0	46.85	124.6	128.3	45.4	44.05	42.6
May	51,616	54,892	1.036	134.4	138.1	46.48	123.6	127.0	44.9	43.71	42.2
June	51,367	54,389	1.033	134.0	137.7	46.98	125.0	128.5	45.5	44.37	43.0
July	50,909	54,182	1.034	134.1	137.1	47.36	126.0	128.8	45.8	44.50	43.1
August	51,043	54,323	1.036	134.4	137.0	48.42	128.8	131.3	46.8	45.50	43.9
September	51,475	54,743	1.036	134.4	136.3	49.37	131.3	133.2	47.7	46.42	44.8
October	52,046	55,557	1.040	134.9	135.3	50.50	134.3	134.7	48.6	47.31	45.5
November	52,186	55,792	1.044	135.4	135.0	49.61	132.0	131.6	47.5	46.40	44.4
December	51,813	55,767	1.043	135.3	134.0	50.17	133.5	132.2	48.1	46.61	44.7
Annual Average	50,934	54,517	1.037	134.5	137.7	48.44	128.9	131.9	46.7	45.25	43.6

Note: This table brings up to date figures published in *The Conference Board Management Record*, May, 1942, pages 142-145.

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INFLATIONARY tendencies and the efforts being made to control them continue to occupy a prominent place in the news of the day. They were highlighted by President Roosevelt's second General Order on April 8, dealing with price and wage controls. At first glance the order seems to close all remaining loopholes permitting price and wage rises, but a perusal of its details and the interpretive statements which followed would indicate that the extent of its effect is problematical. As to wages, the usual exceptions regarding substandards of living and the "Little Steel" formula were again included. Since rises in prices and wages must be eliminated as nearly as possible to prevent a furthering of the inflationary tendency already present, any steps in this direction resulting from the new order will be welcomed.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing[1]		25 Manufacturing Industries[2]	
	Wage Earners Affected	Wage-rate Increase	Wage Earners Affected	Wage-rate Increase
1942				
January	*n.a.*	*n.a.*	3.7%	6.1%
February	1.9%	7.9%	3.0	5.7
March	2.5	7.9	4.1	6.3
April	2.5	8.0	4.0	7.1
May	4.2	8.3	4.7	6.4
June	3.7	8.3	4.3	7.5
July	6.4	7.1	4.6	7.1
August	9.1	7.7	9.6	5.8
September	7.8	7.4	5.7	6.5
October	2.1	6.9*r*	5.3	6.7
November	0.5	9.3	6.6	6.7
December	0.9	6.0	2.0	5.0
1943				
January*p*	*n.a.*	*n.a.*	0.6	14.4
February*p*	*n.a.*	*n.a.*	1.3	7.6

[1] United States Bureau of Labor Statistics
[2] THE CONFERENCE BOARD
r Revised

n.a. Not available
p Preliminary

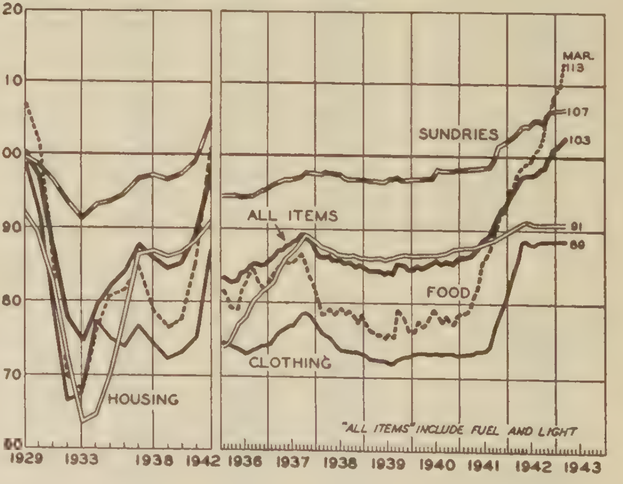
Examples of the many problems which will arise are contained in two parts of the order. In one part, wage rises for promotions and merit increases are permitted, but the moving of workers from one job in a company to another in a different company to give them more money is forbidden unless the change would aid in the prosecution of the war. Obviously, the motives behind a job or wage change cannot always be easily determined.

The order also directed that all cost of living commodities be placed under ceilings and that no new rises in price ceilings be permitted except to the lawful minimum extent. At a press conference on April 9, the President is reported to have said that while all foods would probably be placed under dollar and cents price ceilings, there would be no ceiling on clothing. Stabilization Director Byrnes is reported to have said that Food Administrator Davis will have to determine whether all fresh vegetables affect living costs and should be placed under price ceilings. It was further indicated that no ceilings would be placed on farm commodities which have not yet reached parity. These various reports would seem to indicate that the order will not be so broadly effectual as its terms first indicated.

THE COST OF LIVING

The importance of price changes of fresh vegetables is aptly illustrated by the cost of living rise of 1.0% between February and March. Aside from relatively minor increases in coal prices and the cost of sundries, this rise was owing to an advance of 2.5% in food prices, the greatest rise since maximum price regulations were imposed last May. Food prices went up largely because of increases in the price of fresh vegetables. Thus, the increment in fresh vegetable prices in March, a part of which was seasonal, was the principal factor in the 1.0% rise in living costs.

COST OF LIVING IN THE UNITED STATES
Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



Over the year, living costs rose 7.0%. Food prices increased 15.8%; clothing, 3.3%; sundries, 3.2%; fuel and light, 2.4%; and housing 0.1%.

PERCENTAGE CHANGES IN THE COST OF LIVING IN 70 CITIES, FEBRUARY TO MARCH, 1943

Source: The Conference Board

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
New Orleans	+2.1	Minneapolis	+1.4	Los Angeles	+1.1	Houston	+0.8
Wausau, Wis.	+2.1	Atlanta	+1.3	Philadelphia	+1.1	Manchester, N. H.	+0.8
Chattanooga	+1.8	Boston	+1.3	St. Paul	+1.1	New Haven	+0.8
Lynn	+1.8	Erie, Pa.	+1.3	Wilmington, Del.	+1.1	Richmond	+0.8
Newark	+1.8	Joliet, Ill.	+1.3	Cleveland	+1.0	Akron	+0.7
Fall River	+1.6	Rochester	+1.3	Evansville, Ind.	+1.0	Denver	+0.7
Indianapolis	+1.6	Buffalo	+1.2	Grand Rapids	+1.0	Flint, Mich.	+0.7
Macon	+1.6	Cincinnati	+1.2	Seattle	+1.0	Lewistown, Pa.	+0.7
Baltimore	+1.5	Dallas	+1.2	Youngstown	+1.0	Muskegon	+0.7
Green Bay, Wis.	+1.5	Dayton	+1.2	Bridgeport	+0.9	Omaha	+0.7
Memphis	+1.5	Des Moines	+1.2	Providence	+0.9	Roanoke, Va.	+0.7
Parkersburg, W. Va.	+1.5	Huntington, W. Va.	+1.2	Sacramento	+0.9	Duluth	+0.6
Pittsburgh	+1.5	Louisville	+1.2	San Francisco	+0.9	Meadville, Pa.	+0.6
Saginaw, Mich.	+1.5	Milwaukee	+1.2	Syracuse	+0.9	New York	+0.5
Trenton, N. J.	+1.5	Rockford, Ill.	+1.2	Toledo	+0.9	Oakland	+0.5
Anderson, Ind.	+1.4	St. Louis	+1.2	Chicago	+0.8	Portland, Ore.	+0.1
Birmingham	+1.4	Spokane	+1.2	Detroit	+0.8		
Lansing	+1.4	Kansas City, Mo.	+1.1	Front Royal, Va.	+0.8		

The cost of living increased between February and March in all seventy cities for which The Conference Board compiles data. The rises ranged from 2.1% in New Orleans and Wausau, Wisconsin, down to 0.1% in Portland, Oregon. The median change was 1.2% and occurred in eleven cities.

Over the year, the increases ranged downward from 11.2% in San Francisco, where food prices advanced 24.6%, to 4.4% in Akron.

The Conference Board is in the process of adjusting its indexes of changes in the cost of living to make allowance for alterations in consumer purchasing habits necessitated by the wartime economy. It will shortly publish these data in conjunction with its regular indexes based upon pre-World War II budgets.

This step is not an integral part of the regular revisions of its indexes which appear in this issue and have appeared in previous issues of the publication, but represents the preparation of additional material for use in evaluating the changes which are occurring in living costs during this war period.

Wages and Hours

The proportion of wage earners receiving wage-rate increases reversed its previous trend in February, according to reports from twenty-five manufacturing industries made to The Conference Board. Although higher than in January, it remained relatively small, only 1.3%. The average rate change was 7.6%, slightly higher than for any month in 1942.

The largest wage-rate changes were 11.8% and were granted to small groups of workers in the "other" foundry products and book and job printing industries. An 11.5% increase was reported to have been granted to less than .05% of the wage earners in the meat-packing industry. A sizable number of workers in the machine and machine tool industry and in the silk and rayon industry received increases averaging 10% and 6%, respectively.

Average hourly earnings in twenty-five manufacturing industries stood at $.982 in February. The 0.3% increase over the January level represented the thirty-first consecutive rise. Furthermore, between January, 1941, and February, 1943, hourly earnings rose 29.4%, or nearly twice the cost of living rise customarily considered in connection with the application of the "Little Steel" formula.

The average work week was 44.5 hours in February, or 0.5% more than in January, and 10.7% more than in January, 1941. At the same time, weekly earnings reached the peak of $43.91, an 0.8% rise over January.

When weekly earnings are adjusted for change in living costs, resultant "real" weekly earnings show somewhat smaller increases. Between January, 1941, and February, 1943, however, when living costs rose 18.4%, "real" weekly earnings advanced 21.2%. In other words, the average worker had over 20% more purchasing power than he did at the beginning of 1941.

Revised Series

This issue carries forward the periodic revisions of The Conference Board's series on earnings and hours by presenting such data for the furniture and the hosiery and knit goods industries. Similar data for other industries will appear in subsequent issues.

Robert A. Sayre
Division of Industrial Economics

Earnings, Hours, Employment and Payrolls in Manufacturing, February, 1943

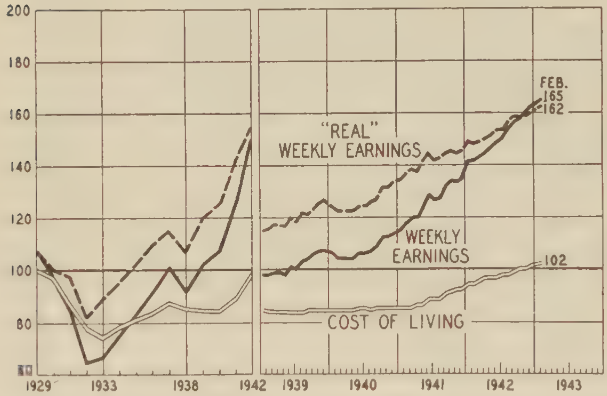
EARNINGS, employment, man hours and payrolls in February, 1943, exceeded all previous peak levels, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. The work week averaged 44.5 hours and was longer than in any other month since June, 1930.

Average hourly earnings of all wage earners in the twenty-five manufacturing industries rose for the thirty-first consecutive month in February. At $.982, they were 0.3% higher than in January and 29.4% above the January, 1941, level. Since wage-rate increases granted in February averaged only 0.1% for all workers, the fractional increase in working hours and the premium overtime payments for this additional time worked were largely responsible for the higher hourly earnings. From January to February, rises of 0.6% in hourly earnings of female wokers and 0.5% in those of skilled male wage earners were only partly offset by the 0.1% decline in the hourly earnings of unskilled male workers.

AVERAGE WEEKLY EARNINGS, TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD

Index Numbers, 1923 = 100



The weekly pay envelope of the average manufacturing worker in February contained $43.91, or 0.8% more than in January. This advance in the weekly return resulted both from longer working hours and higher hourly earnings. While average weekly earnings dropped in February in ten of the twenty-five industries, the declines amounted to more than 1% in only four industries. Of the fifteen industries in which weekly earnings rose, the increases were from 1% to 2% in five industries, 2% to 4% in four industries, and more than 4% in four others. The largest recorded increase was 10.8% in the silk and rayon industry.

"Real" weekly earnings rose 0.4% above the January peak level and reached a new high level for the series. This purchasing power of the manufacturing wage earner's weekly income was 21.2% greater in February than it had been in January, 1941, despite the 18.4% increase in living costs that occurred in this period.

After rising steadily for seven months, the number of hours of work a week in February averaged 44.5. This average was 2.1 hours more or 5.0% greater, than in February, 1942, and 4.3 hours more or 10.7% greater than in January, 1941.

Employment rose in February for the fourteenth consecutive month and reached a new peak level for the series. Since the previous month, 0.9% more persons have been employed in the twenty-five manufacturing industries and since January, 1941, the employment increase has amounted to 35.3%.

The index of total man hours, which reflects changes in hours worked as well as in employment, also attained a new peak in February. At 133.4 (1923 = 100), they exceeded the January index by 1.3%, the February, 1942, index by 20.2% and that of January, 1941, by 49.7%.

The payroll index, which is influenced by changes in hourly earnings, average hours worked in one week and the number of workers, rose 1.7% in February. It exceeded the February, 1942, level by 34.1%, the January, 1941, level by 94.0%, and were higher than in any other month since these surveys were initiated.

CEMENT AND PETROLEUM

Average hourly earnings of all workers in the cement industry declined fractionally in February despite the fact that hourly earnings of semi-skilled and skilled male workers rose slightly and those of unskilled male wage earners remained unchanged. A shift in employment was responsible for the decline; although lower-paid unskilled male workers comprised only 12% of all workers in January, they accounted for 14% of all workers in February.

A 6.8% decline in employment was partly compensated for by a 1.1% increase in working hours. The longer working hours, in turn, served to raise weekly earnings of all workers from $30.76 to $31.10, or 1.1%.

In the petroleum-refining industry, hourly earnings, weekly earnings and employment declined slightly in February. The reduction in hourly earnings resulted

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Date		Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
						Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
						Actual	Real	Actual	Real				
1942	February	$.880	$37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.8	111.0	181.6
	March	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
	April	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
	May	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
	June	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
	July	.928	39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	135.7	117.5	203.0
	August	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
	September	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
	October	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
	November	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
	December	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943	January	.979*r*	43.56*r*	44.3	41.9	181.0*r*	178.5*r*	163.7*r*	161.4*r*	90.0	146.3*r*	131.7*r*	239.5*r*
	February	.982	43.91	44.5	42.3	181.5	178.3	165.0	162.1	90.4	147.6	133.4	243.5

*r*Revised

EARNINGS AND HOURS, ALL WAGE EARNERS, FEBRUARY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement	$1.078	$1.051	$50.05	$47.39	46.4	45.1	44.2	43.4
Automobile[1]	1.267	1.299*r*	58.63	59.56*r*	46.3	45.9*r*	42.1	41.9
Boot and shoe	.684	.690	27.86	27.25	40.8	39.5	40.1	40.5
Chemical	1.003	.997	44.73	44.17	44.6	44.3	40.5	40.4
Rayon and allied products	.892	.888	36.66	37.74	41.1	42.5	40.0	40.0
Cotton—North	.733	.729	31.48	31.26	43.0	42.9	40.5	40.5
Electrical manufacturing	1.054	1.051*r*	48.96	49.03*r*	46.4	46.7	41.9	41.4
Furniture[2]*	.917	.903	43.34	41.70*r*	47.3	46.2*r*	44.6	42.9
Hosiery and knit goods*	.745	.745*r*	30.19	30.49*r*	40.5	40.9*r*	41.0	40.7*r*
Iron and steel[3]	1.105	1.107	45.97	44.05	41.6	39.8	41.7	41.5
Leather tanning and finishing	.847	.844	36.33	35.35	42.9	41.9	42.8	42.8
Lumber and millwork	1.017	.993	43.19	43.38	42.5	43.7	44.3	41.3
Meat packing	.837	.832	35.15	36.43	42.0	43.8	40.4	40.4
Paint and varnish	.894	.897	39.51	39.65	44.2	44.2	40.1	40.1
Paper and pulp	.868	.857	39.80	38.94	45.8	45.4	41.2	41.1
Paper products	.796	.791*r*	35.25	34.71*r*	44.3	43.9*r*	41.0	40.7*r*
Printing—book and job	.917	.918	40.22	40.46	43.9	44.1	39.8	39.8
Printing—news and magazine	1.015	.996	39.69	39.04	39.1	39.2	39.7	39.7
Rubber	1.072	1.059	48.00	47.36	44.8	44.7	42.3	41.5
1. Rubber tires and tubes	1.169	1.157	52.16	51.82	44.6	44.8	42.8	41.5
2. Other rubber products	.946	.931	42.55	41.54	45.0	44.6	41.8	41.6
Silk and rayon	.704	.671	30.12	27.19	42.8	40.5	42.0	42.0
Wool	.859	.852	36.92	36.55	43.0	42.9	40.6	40.5
1. Woolen and worsted goods	.846	.838	35.81	35.50	42.3	42.4	40.1	40.1
2. Other woolen products[4]	.882	.875	38.84	38.35	44.0	43.8	41.5	41.1
Foundries and machine shops	1.070	1.067	51.13	51.00	47.8	47.8	44.3	44.1
1. Foundries	1.027	1.028	47.83	48.09	46.6	46.8	42.8	42.6
2. Machines and machine tools	1.050	1.051	52.26	53.26	49.8	50.7	45.5	45.4
3. Heavy equipment	1.169	1.179	56.42	56.02	48.3	47.5	45.6	45.4
4. Hardware and small parts	1.033	1.009	49.18	46.90	47.6	46.5	42.6	42.4
5. Other products	1.035	1.028	48.48	48.61	46.8	47.3	43.7	43.5
25 INDUSTRIES	$ .982	$.979*r*	$43 91	$43.56*r*	44.5	44.3	42.3	41.9
Cement	$ .816	$ .817	$31.10	$30.76	38.1	37.7	39.8	39.8
Petroleum refining	1.194	1.214	48.45	49.03	40.6	40.4	39.5	39.5
27 INDUSTRIES	$ .974	$.981*r*	$43.88	$43.54*r*	44.4	44.2	42.3	41.8
Aircraft	$ .994	$. 984	$45.83	$45.42	46.1	46.2	46.9	47.0
Shipbuilding	1.238	1.246*r*	57.48	58.59*r*	46.4	47.0*r*	47.6	47.8*r*

See footnotes on page 172

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, FEBRUARY, 1943
Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement	193.9	189.0	181.9	172.3	178.7	169.9	154.3	150.0	144.6	136.7	280.7	258.5
Automobile[1]	200.5	205.5*r*	194.5	197.6*r*	191.1	194.9*r*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Boot and shoe	138.2	139.4	123.3	120.6	121.1	118.9	96.2	96.2*c*	86.1	83.3*c*	118.6	116.0*c*
Chemical	198.2	197.0	166.2	164.1	163.3	161.8	162.5	162.3	136.2	135.2	270.1	266.3
Cotton—North	164.7	163.8	148.2	147.2	145.6	145.2	53.8	53.7	48.4	48.2	79.7	79.0
Electrical manufacturing	185.6	185.0*r*	180.7	181.0*r*	177.5	178.5*r*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Furniture[2]*	177.4	174.7	173.8	167.2*r*	170.7	164.9*r*	135.5	130.0*r*	132.9	124.7*r*	235.5	217.4*r*
Hosiery and knit goods*	195.0	195.0*r*	170.9	172.6*r*	167.9	170.2*r*	90.5	89.7*r*	79.2	79.2*r*	154.7	154.8*r*
Iron and steel[3]	185.4	185.7	134.3	128.7	131.9	126.9	127.0	127.5	91.6	88.0	170.6	164.1
Leather tanning and finishing	174.3	173.7	156.9	152.6	154.1	150.5	84.7	86.2	76.3	75.9	132.9	131.5
Lumber and millwork	215.0	209.9	184.4	185.2	181.1	182.6	60.6	61.6	52.1	54.4	111.7	114.1
Meat packing	177.0	175.9	149.3	154.8	146.7	152.7	155.3	158.8	131.2	139.9	231.9	245.8
Paint and varnish	167.4	168.0	148.7	149.2	146.1	147.1	143.6	145.0	127.5	128.8	213.5	216.3
Paper and pulp	172.2	170.0	152.6	149.3	149.9	147.2	114.1	114.5	100.9	100.3	174.1	170.9
Paper products	174.6	173.5*r*	161.8	159.4*r*	158.9	157.2*r*	177.0	171.8*r*	164.8	158.4*r*	286.4	273.8*r*
Printing—book and job	140.4	140.6	134.3	135.1	131.9	133.2	126.6	124.0	121.0	119.2	170.0	167.5
Printing—news and magazine	146.5	143.7	127.1	125.0	124.9	123.3	127.8	126.6	111.1	110.3	162.4	158.3
Rubber	171.2	169.2	171.2	169.0	168.2	166.7	116.2	116.8	116.2	116.6	198.9	197.4
Silk and rayon	141.9	135.3	130.8	118.1	128.5	116.5	86.9	84.9	79.9	73.9	113.7	100.3
Wool	170.1	168.7	154.0	152.5	151.3	150.4	84.0	83.9	76.0	75.8	129.4	127.9
Foundries and machine shops	186.7	186.2	180.2	179.8	177.0	177.3	244.8	242.3	236.0	233.6	441.1	435.7
1. Foundries	174.1	174.2	161.5	162.4	158.6	160.2	151.4	151.4	140.5	141.1	244.5	245.9
2. Machines and machine tools	191.3	191.4	191.4	195.1	188.0	192.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
3. Heavy equipment	174.5	176.0	170.9	169.7	167.9	167.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
4. Hardware and small parts	201.8	197.1	198.2	189.0	194.7	186.4	214.4	213.1	210.3	204.4	424.9	402.8
5. Other products	184.8	183.6	177.4	177.9	174.3	175.4	278.0	274.3	266.6	265.8	493.2	488.0
25 INDUSTRIES	181.5	181.0*r*	165.0	163.7*r*	162.1	161.4*r*	147.6	146.3*r*	133.4	131.7*r*	243.5	239.5*r*

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."
See footnotes on page 172

from declines in hourly earnings of both common and unskilled and semi-skilled and skilled male workers. Although working hours of both groups rose fractionally in February, the rise was not adequate to offset the effect of lower hourly earnings so that weekly earnings declined 1.2%. Similarly, weekly earnings of both individual groups of workers were lower in February than they had been in January.

THE AIRCRAFT INDUSTRY

Workers in the aircraft industry averaged $.994 an hour of work in February, or 1.0% more than the $.984 averaged in January. The higher earnings for all workers resulted largely from increases in the earnings of women and of semi-skilled and skilled male workers who together comprise 97% of all workers. Increased employment and a reduction in the working hours of unskilled male workers reduced hourly earnings of this group 2.5% below the January level. Since February, 1942, hourly earnings of all workers rose only 8.5%, as compared with increases of 17.1% in hourly earnings of all male workers and 14.3% in the earnings of female workers. This seeming discrepancy results from the fact that while women comprised only 2% of all workers in February of last year, this February they accounted for 34% of all workers.

The work week among aircraft workers averaged 46.1 hours in February, or 0.2% fewer than in January. This decline reflected a reduction in the working hours of unskilled male workers and an increase in the number of women workers, who averaged only 44.1 hours weekly as compared with 47.3 hours for the larger group of semi-skilled and skilled male workers.

With higher hourly earnings and slightly shorter working hours in February, weekly earnings of all wage earners rose 0.9%. At $45.83, they were 3.2% above the February, 1942, level of $44.39.

SHIPBUILDING

Fractionally lower hourly earnings were averaged by shipyard workers in February, as their work week became slightly curtailed and overtime bonus payments were reduced. Both common and unskilled and semi-skilled and skilled male wage earners, who comprise 98% of all workers in shipyards, worked fewer hours in February and earned fractionally less for each hour of work. But the women workers, who are becoming an increasingly important factor in this industry, received

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, FEBRUARY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Industry	All Male						Female					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Feb.	Jan.	Feb.	Jan	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement	$1.092	$1.064	$50.75	$48.02	46.5	45.2	$.793	$.769	$36.10	$33.91	45.5	44.1
Automobile[1]	1.322	1.348r	62.02	62.44r	46.9	46.3	.949	.956r	40.63	40.98r	42.8	42.9r
Boot and shoe	.803	.801	33.21	32.58	41.4	40.7	.568	.573	22.81	21.92	40.2	38.3
Chemical	1.072	1.065	48.45	47.82	45.2	44.9	.673	.676	27.93	27.85	41.5	41.2
Rayon and allied products	.962	.961	39.35	39.02	40.9	40.6	.661	.656	25.12	24.34	38.0	37.1
Cotton—North	.798	.794	35.95	35.31	45.0	44.5	.653	.652	26.58	26.83	40.7	41.1
Electrical manufacturing	1.177	1.169r	56.18	56.03r	47.7	47.9	.775	.768	33.91	33.74r	43.7	43.9
Furniture[2]*	.971	.960r	47.04	45.27r	48.4	47.2r	.686	.657	29.48	27.74	43.0	42.2
Hosiery and knit goods*	1.030	1.023r	44.00	44.30r	42.7	43.3r	.622	.623r	24.67	24.89r	39.7	40.0r
Iron and steel[3]	1.105	1.107	45.97	44.05	41.6	39.8	....	....	....	....	....	....
Leather tanning and finishing	.871	.866	37.80	36.74	43.4	42.4	.683	.683	27.02	26.16	39.6	38.3
Lumber and millwork	1.017	.993	43.19	43.38	42.5	43.7	....	....	....	....	....	....
Meat packing	.881	.875	37.68	38.91	42.8	44.5	.656	.656	25.71	26.96	39.2	41.1
Paint and varnish	.916	.925	39.85	40.89	43.5	44.2	.668	.666	25.12	24.71	37.6	37.1
Paper and pulp	.889	.877	41.19	40.21	46.3	45.9	.623	.613	25.45	24.85	40.8	40.6
Paper products	.911	.902r	42.29	41.62r	46.4	46.1r	.596	.590r	24.41	23.74r	41.0	40.2r
Printing—book and job	1.076	1.076	48.78	48.81	45.3	45.4	.581	.586	23.89	24.36	41.1	41.6
Printing—news and magazine	1.127	1.085	43.83	42.31	38.9	39.0	.583	.608	23.33	24.33	40.0	40.0
Rubber	1.225	1.207	57.31	56.42	46.8	46.8	.770	.769	31.80	31.70	41.3	41.2
1. Rubber tires and tubes	1.283	1.264	59.08	58.72	46.1	46.5	.851	.850	34.88	34.48	41.0	40.5
2. Other rubber products	1.129	1.108	54.20	52.34	48.0	47.3	.706	.708	29.34	29.53	41.6	41.7
Silk and rayon	.786	.757	35.79	31.09	45.5	41.1	.562	.538	21.86	21.36	38.9	39.7
Wool	.924	.914	41.10	40.50	44.5	44.3	.749	.745	30.38	30.33	40.6	40.7
1. Woolen and worsted goods	.905	.897	39.61	39.16	43.8	43.7	.758	.752	30.59	30.51	40.4	40.6
2. Other woolen products[4]	.951	.939	43.30	42.47	45.5	45.3	.729	.731	29.91	29.94	41.0	41.0
Foundries and machine shops	1.113	1.108	53.91	53.60	48.4	48.4	.766	.752	33.47	33.09	43.7	44.0
1. Foundries	1.035	1.035	48.39	48.60	46.8	46.9	.749	.757	30.82	31.66	41.1	41.8
2. Machines and machine tools	1.100	1.098	56.31	56.89	51.2	51.8	.755	.748	32.35	32.98	42.9	44.1
3. Heavy equipment	1.169	1.179	56.42	56.02	48.3	47.5	....	....	....	....	....	....
4. Hardware and small parts	1.108	1.081	54.28	51.59	49.0	47.7	.764	.740	33.15	31.25	43.4	42.2
5. Other products	1.096	1.086	52.06	51.97	47.5	47.9	.772	.759	34.15	33.96	44.2	44.7
25 INDUSTRIES	$1.063	$1.057r	$48.46	$47.92r	45.4	45.2	$.669	$.665r	$27.47	$27.32r	40.9	40.9r
Cement	$.816	$.817	$31.10	$30.76	38.1	37.7	....	....	....	....	....	....
Petroleum refining	1.194	1.214	48.45	49.03	40.6	40.4	....	....	....	....	....	....
27 INDUSTRIES	$1.063	$1.058r	$48.32	$47.79r	45.3	45.1r	....	....	....	....	....	....
Aircraft	$1.077	$1.059	$50.76	$50.06	47.1	47.3	$.821	$.811	$36.22	$35.56	44.1	43.8
Shipbuilding	1.243	1.250r	57.75	58.84r	46.5	47.1r	.931	.907r	40.45	39.46r	43.4	43.5r

See footnotes on page 172

2.6% more an hour in February despite a negligible reduction in their working time. Their attainment of greater skill accounts for this increase in their hourly earnings.

The weekly earnings of all workers fell from $58.59 in January to $57.48 in February. The two male groups averaged a slightly lower weekly return in February. Since the hourly earnings of women workers rose more in the month period than hours of work declined, their weekly earnings of $40.45 were 2.5% above the $39.46 per week earned in January.

LABOR STATISTICS IN FEBRUARY

Hourly earnings advanced 0.3% in February to reach $.982. They exceeded the February, 1942, level by 11.6% and the average for 1929 by 66.4%.

Weekly earnings at $43.91 in February were 0.8% above the January level, 17.0% higher than those a year before and 53.8% more than they had been in 1929.

Hours per week rose 0.2 hours or 0.5% in February. The work week of 44.5 hours was 5.0% longer than in February of last year and 7.9% shorter than in 1929.

"Real" weekly earnings, which are dollar weekly earnings adjusted for changes in living costs, increased 0.4% in February. Since February, 1942, they have risen 9.3% and since the year 1929 they have advanced 51.2%.

Employment gains in February amounted to 0.9%. Over the year period, employment has increased 14.6% and since 1929, 46.1%.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, FEBRUARY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Industry	Unskilled						Skilled and Semi-Skilled					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement	$.875	$.843	$40.65	$37.56	46.5	44.5	$1.120	$1.091	$52.05	$49.33	46.5	45.2
Automobile[1]	1.069	1.086*r*	49.32	50.82*r*	46.2	46.8	1.353	1.383*r*	63.60	63.97*r*	47.0	46.3*r*
Boot and shoe	.453	.445	18.93	19.17	41.8	43.1	.815	.813	33.69	33.02	41.3	40.6
Chemical	.907	.889	40.45	38.76	44.6	43.6	1.127	1.121	51.05	50.67	45.3	45.2
Rayon and allied products	.715	.715	28.17	27.53	39.4	38.5	.991	.990	40.63	40.29	41.0	40.7
Cotton—North	.720	.713	32.53	31.53	45.2	44.2	.833	.831	37.46	37.07	45.0	44.6
Electrical manufacturing	.866	.861	40.18	39.99*r*	46.4	46.5*r*	1.214	1.205*r*	58.14	58.01*r*	47.9	48.1
Furniture[2]*	.735	.756	33.97	35.53*r*	46.2	47.0*r*	1.014	1.001	49.57	47.27*r*	48.9	47.2
Hosiery and knit goods*	.646	.643*r*	28.80	29.89*r*	44.6	46.5*r*	1.065	1.061*r*	45.35	45.63*r*	42.6	43.0*r*
Iron and steel[3]	.850	.854	33.66	32.61	39.6	38.2	1.153	1.154	48.43	46.33	42.0	40.1
Leather tanning and finishing	.648	.655	27.19	27.53	42.0	42.0	.928	.923	40.65	39.27	43.8	42.5
Lumber and millwork	.751	.753	31.55	31.90	42.0	42.3	1.089	1.058	46.36	46.66	42.6	44.1
Meat packing	.755	.744	32.00	32.39	42.4	43.5	.955	.956	41.04	43.09	43.0	45.1
Paint and varnish	.770	.783	31.65	33.59	41.1	42.9	.987	1.003	44.42	45.14	45.0	45.0
Paper and pulp	.748	.746	33.76	33.14	45.2	44.4	.952	.935	44.60	43.53	46.9	46.5
Paper products	.734	.728*r*	33.17	32.53	45.2	44.7	.980	.968*r*	45.99	45.21*r*	46.9	46.7*r*
Printing—book and job	.655	.651	29.19	28.94	44.6	44.4	1.248	1.250	56.93	57.19	45.6	45.8
Printing—news and magazine	.723	.708	27.35	25.88	37.8	36.6	1.239	1.192	48.58	47.38	39.2	39.8
Rubber	.896	.890	41.75	40.94	46.6	46.0	1.234	1.215	57.73	56.83	46.8	46.8
1. Rubber tires and tubes	.985	.988	46.39	45.84	47.1	46.4	1.291	1.270	59.40	59.03	46.0	46.5
2. Other rubber products	.721	.711	32.84	32.13	45.5	45.2	1.140	1.119	54.82	52.93	48.1	47.3
Wool	.756	.755	32.31	32.36	42.7	42.9	1.002	.990	45.45	44.57	45.4	45.0
1. Woolen and worsted goods	.773	.772	32.32	32.56	41.8	42.2	.986	.976	44.45	43.54	45.1	44.6
2. Other woolen products[4]	.718	.714	32.30	31.87	45.0	44.6	1.020	1.007	46.61	45.77	45.7	45.4
Foundries and machine shops	.906	.909	42.87	43.10	47.3	47.4	1.149	1.142	55.87	55.43	48.6	48.5
1. Foundries	.837	.833	38.44	38.35	45.9	46.0	1.122	1.121	52.88	53.10	47.1	47.3
2. Machines and machine tools	.948	.935	47.15	47.24	49.8	50.5	1.123	1.123	57.76	58.41	51.4	52.0
3. Heavy equipment	.916	.933	42.22	43.30	46.1	46.4	1.208	1.217	58.78	58.05	48.6	47.7
4. Hardware and small parts	.873	.866	42.23	41.45	48.4	47.9	1.146	1.115	56.26	53.21	49.1	47.7
5. Other products	.932	.939	44.55	44.46	47.8	47.3	1.119	1.106	53.10	53.02	47.4	47.9
24 INDUSTRIES[5]	$.826	$.827*r*	$36.79	$36.79*r*	44.4	44.3	$1.122	$1.116*r*	$51.37	$50.85*r*	45.7	45.5*r*
Cement	$.713	$.713	$26.57	$26.09	37.3	36.6	$.832	$.831	$31.83	$31.40	38.3	37.8
Petroleum refining	.895	.924	36.38	37.29	40.7	40.4	1.227	1.246	49.78	50.36	40.6	40.4
26 INDUSTRIES[5]	$.826	$.827*r*	$36.70	$36.70*r*	44.3	44.2	$1.121	$1.116*r*	$51.18	$50.68*r*	45.5	45.3
Aircraft	$.974	$.999	$42.80	$44.83	43.9	44.9	$1.081	$1.062	$51.13	$50.26	47.3	47.3
Shipbuilding	1.002	1.004*r*	45.03	45.68*r*	44.9	45.5*r*	1.298	1.304*r*	60.78	61.80*r*	46.8	47.4*r*

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1] Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.

[2] Includes wood, metal, and upholstered household and office furniture.

[3] Based on data collected by th American Iron and Steel Institute and THE CONFERENCE BOARD.

[5] Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

n.a. Not available for publication; included in total indexes.

*For complete revision, see pp. 173-179.

[4] Principally rugs.

p Preliminary

r Revised

c Corrected

Man hours worked were 1.3% greater in February. They exceeded those averaged in February, 1942, by 20.2% and the 1929 average by 34.5%.

Payrolls averaged 243.5 (1923 = 100) in February. This level was 1.7% higher than that of January, 34.1% above that in February, 1942, and 124.6% more than the average for the year 1929.

In general, manufacturing workers were on the average well remunerated in February. Average hourly earnings were the highest recorded since these surveys were initiated in 1914. For a work week of 44.5 hours, workers averaged $43.91, which was more than was received for a week's work in any previous month. Despite higher living costs, the purchasing power of weekly income was greater than ever before as indicated by the attainment of a new peak level of "real" weekly earnings. In addition, expanding employment enabled more persons than ever before to share in the benefits of these expanded earnings.

American manufacturers participated in this expansion by operating their plants more man hours than ever before and by disbursing the largest payrolls of any month since payroll data have been collected.

E. B. DUNN
Division of Industrial Economics

Earnings and Hours in the Hosiery and Knit Goods and Furniture Industries—Revised Series

THE FOLLOWING tables present revised averages of earnings, hours, employment, man hours and payrolls in the furniture and hosiery and knit goods industries. This is the third in the series now appearing in *The Management Record.* The data in this series differ from those published each month by including payroll reports received too late for inclusion in the regular monthly figures and by adjusting employment, man hours and payrolls to the levels shown in the 1939 Census of Manufactures.

HOSIERY AND KNIT GOODS

The averages and indexes shown in the accompanying tables are applicable to establishments engaged in the manufacture of full-fashioned and seamless hosiery, knitted cloth, knitted outerwear, knitted underwear and knitted gloves. According to the 1939 Census of Manufactures these industries covered 236,628 wage earners. Payroll data covering approximately 11% of these workers are reported to THE CONFERENCE BOARD by 32 establishments located in fourteen states.

Revisions in the total number of wage earners in the knitted glove and knitted underwear Census totals for 1937 necessitated revisions in the indexes of employment, man hours and payrolls back to 1934.

In February, 1943, new peak levels of hourly earnings were reached. Weekly earnings declined slightly from the January peak but were higher than for any other month. While working hours in one week of 40.5 in February were slightly lower than they had been in both December, 1942, and January, 1943, they were higher than in any other month since July, 1933. The February level of employment, while well below the levels that prevailed from June, 1933, through December, 1941, was higher than during any month in 1942. Total man hours were the same in both January and February. They were slightly lower than they had been in December, 1942, but were higher than in any other month since November, 1939. Total payrolls disbursed in February were fractionally lower than the peak level established in January of this year.

Average hourly earnings of all workers in the hosiery and knit goods industries rose 11.2% from January, 1939, to December, 1941. This advance resulted from small wage-rate increases granted throughout the period. From October, 1940, to December, 1941, the average wage-rate increase granted to all workers amounted to almost 6%. Although hours worked by all wage earners averaged fewer than 40 throughout this period because of the short working hours of the large group of female workers, unskilled male workers averaged more than 40 hours of work in practically every month and received premium overtime payments for this work. In the latter part of 1941, semi-skilled and skilled workers also worked additional hours at premium rates. These premium payments undoubtedly substantially affected the index of earnings for all workers.

EMPLOYMENT, MAN HOURS, AND PAYROLLS IN THE HOSIERY AND KNIT GOODS INDUSTRY
1934
Source: THE CONFERENCE BOARD
Indexes: 1923=100

Month	Employment	Man-hours	Payrolls
1934 January	93.5	54.5	76.3
February	104.2	74.7	105.9
March	107.3	79.9	112.5
April	110.8	81.3	113.5
May	109.5	84.0	114.2
June	108.5	82.0	110.7
July	104.0	75.7	103.8
August	103.5	77.8	104.2
September	103.6	79.7	108.3
October	106.0	84.9	115.2
November	106.5	86.5	117.6
December	106.9	86.4	118.8
Annual average	105.4	78.7	108.2

Weekly earnings reflecting increases both in hourly earnings and in working hours in this period rose 22.1%. Further wage-rate increases granted and longer working hours during 1942 and January and February, 1943, served to raise weekly earnings a further 34.6% above January, 1942, with the result that they have advanced more than 56% since January, 1939.

FURNITURE

The furniture industry as surveyed by the Board comprises establishments engaged in the manufacture of upholstered household furniture; household furniture—other than upholstered; office furniture; public building furniture; laboratory, hospital and other professional equipment; partitions, cabinet work and office and store fixtures; mirrors and picture frames; as well as billiard and pool tables, bowling alleys and accessories. Payroll data are collected from forty-one establishments located in fourteen different states. Approximately 10% of the 163,014 wage earners shown in the 1939 Census

(*Continued on page* 176)

TABLE 1: EARNINGS, HOURS, EMPLOYMENT, MANHOURS AND PAYROLLS IN THE HOSIERY AND KNIT GOODS INDUSTRY 1935–1942, ALL WAGE EARNERS[1]

Source: The Conference Board

Index Numbers, 1923 = 100

Year and Month	Hourly Earnings		Weekly Earnings		Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
	Actual	Real	Actual	Real				
1935 January	137.7	169.6	108.0	133.0	78.4	106.7	83.7	115.2
February	136.4	166.7	109.7	134.1	80.3	111.5	89.5	122.3
March	135.9	166.3	108.4	132.7	79.7	115.0	91.7	124.7
April	136.1	165.4	100.7	122.4	73.9	115.6	85.4	116.4
May	133.0	162.2	87.3	106.5	65.7	113.4	74.5	99.0
June	135.1	165.0	84.5	103.2	62.4	111.0	69.3	93.8
July	134.3	164.2	84.0	102.7	62.4	108.3	67.6	91.0
August	138.0	168.5	100.5	122.7	72.8	113.4	82.6	114.0
September	137.7	167.1	111.3	135.1	80.8	114.9	92.8	127.9
October	137.4	166.3	109.5	132.6	79.7	114.9	91.6	125.8
November	137.7	165.9	113.1	136.3	82.1	116.2	95.4	131.4
December	134.8	161.6	102.4	122.8	75.8	116.7	88.5	119.5
Annual average	136.1	165.6	101.6	123.6	74.5	113.1	84.3	114.9
1936 January	134.3	161.2	90.7	108.9	67.6	112.5	76.1	102.0
February	133.2	160.5	99.4	119.8	74.5	114.0	84.9	113.3
March	134.0	162.0	106.2	128.4	79.3	115.1	91.3	122.2
April	133.2	160.9	102.0	123.2	76.5	116.0	88.7	118.3
May	134.0	161.6	96.4	116.3	71.9	115.4	83.0	111.2
June	131.4	156.6	92.6	110.4	70.4	115.2	81.1	106.7
July	134.3	159.5	105.5	125.3	78.6	115.2	90.5	121.5
August	132.5	156.1	108.7	128.0	81.9	119.7	98.0	130.1
September	133.0	155.7	108.1	126.6	81.2	123.3	100.1	133.3
October	134.0	157.3	110.5	129.7	82.3	124.3	102.3	137.4
November	134.0	157.5	110.8	130.2	82.5	125.8	103.8	139.4
December	135.9	159.5	110.6	129.8	81.4	126.5	103.0	139.9
Annual average	133.8	159.1	103.5	123.1	77.3	118.6	91.7	122.8
1937 January	139.5	162.6	111.9	130.4	80.1	117.6	94.2	131.6
February	138.2	160.3	114.5	132.8	82.9	123.1	102.0	140.9
March	138.2	158.7	116.1	133.3	84.0	124.0	104.2	144.0
April	142.4	163.1	115.3	132.1	81.0	124.9	101.2	144.0
May	143.5	163.4	116.5	132.7	81.2	123.7	100.4	144.1
June	145.5	165.5	117.5	133.7	80.8	124.5	100.6	146.3
July	146.6	166.2	115.6	131.1	78.8	120.6	95.0	139.4
August	149.7	169.0	117.1	132.2	78.2	120.9	94.5	141.6
September	150.0	168.2	117.5	131.7	78.2	118.9	93.0	13[illegible].7
October	152.1	170.5	118.4	132.7	77.8	118.3	92.0	140.1
November	150.8	170.4	112.2	126.8	74.3	115.1	85.5	129.1
December	149.5	169.9	105.7	120.1	70.6	112.9	79.7	119.3
Annual average	145.5	165.7	114.9	130.9	79.0	120.4	95.1	138.3
1938 January	151.3	174.1	102.9	118.4	68.0	108.8	74.0	112.0
February	154.7	179.7	110.2	128.0	71.3	108.4	77.3	119.5
March	153.9	178.7	113.2	131.5	73.4	107.6	79.0	121.8
April	151.6	175.9	106.6	123.7	70.2	104.6	73.4	111.5
May	149.7	174.7	105.5	123.1	70.4	92.5	65.1	97.6
June	150.8	176.0	103.8	121.1	68.7	95.8	65.8	99.4
July	154.2	179.9	103.5	120.8	67.2	101.6	68.3	105.2
August	149.5	175.3	113.2	132.7	75.6	101.4	76.7	114.8
September	147.9	173.0	118.2	138.2	79.7	101.3	80.7	119.7
October	147.9	173.6	120.3	141.2	81.2	102.0	82.8	122.7
November	145.3	171.1	113.6	133.8	78.2	102.5	80.2	116.4
December	142.7	167.7	110.6	130.0	77.3	102.8	79.5	113.7
Annual average	150.0	175.0	110.1	128.5	73.4	102.4	75.2	112.7
1939 January	142.7	168.5	107.0	126.3	74.9	101.8	76.2	108.9
February	141.6	167.8	114.0	135.1	80.3	103.8	83.4	118.3
March	141 6	168.0	116.9	138.7	82.3	105.4	86.7	123.2
April	143.2	170.1	114.5	136.0	79.9	102.7	82.1	117.6
May	142.7	169.7	105.7	125.7	74.1	101.0	74.8	106.8
June	140.8	168.0	108.7	129.7	77.1	98.1	75.6	106.6
July	143.5	170.4	115.2	136.8	80.3	99.7	80.1	114.9
August	142.7	169.9	115.8	137.9	81.0	101.2	82.0	117.2
September	142.7	167.1	114.6	134.2	80.3	101.4	81.4	116.2
October	145.3	170.3	118.7	139.2	81.6	100.5	82.0	119.2
November	145.8	171.3	116.6	137.0	79.9	100.8	80.5	117.5
December	144.8	171.2	115.6	136.6	79.7	97.9	78.0	113.2
Annual average	143.2	169.5	113.6	134.4	79.3	101.2	80.3	115.0
1940 January	144.5	170.8	110.8	131.0	76.5	93.9	71.8	104.0
February	144.8	170.2	110.0	129.3	76.0	95.1	72.3	104.6
March	144.2	170.0	110.6	130.4	76.7	91.5	70.2	101.2
April	146.3	172.1	112.1	131.9	76.5	93.2	71.3	104.5
May	144.8	170.0	110.0	129.1	76.0	92.0	69.9	101.2
June	145.3	169.9	109.1	127.6	74.9	91.1	68.2	99.4
July	147.1	171.6	114.3	133.4	77.5	93.0	72.1	106.3
August	148.4	173.8	111.7	130.8	75.2	94.0	70.7	105.0
September	148.4	173.2	113.0	131.9	76.0	94.0	71.4	106.2
October	146.6	171.5	115.4	135.0	78.6	95.7	75.2	110.4
November	149.0	174.3	117.5	137.4	78.8	94.4	74.4	110.9
December	147.1	171.2	113.4	132.0	77.1	95.5	73.6	108.3
Annual average	146.3	171.5	112.3	131.7	76.7	93.6	71.8	105.1
1941 January	149.5	173.8	117.1	136.2	78.2	94.1	73.6	110.2
February	147.4	171.2	116.8	135.7	79.3	94.2	74.7	110.0
March	148.7	172.3	119.8	138.8	80.3	95.3	76.5	114.2
April	149.7	172.3	118.7	136.6	79.3	95.6	75.8	113.5
May	149.7	171.3	116.9	133.8	78.0	95.0	74.1	111.1
June	148.2	167.5	117.9	133.2	79.7	93.8	74.8	110.6
July	149.5	168.2	120.9	136.0	80.8	92.4	74.7	111.7
August	149.0	166.7	119.6	133.8	80.3	95.5	76.7	114.2
September	150.8	166.1	122.6	135.0	81.2	92.1	74.8	112.9
October	156.8	170.4	126.8	137.8	80.8	91.7	74.1	116.3
November	156.0	167.9	126.6	136.3	81.0	90.9	73.6	115.1
December	158.6	170.2	130.7	140.2	82.3	91.5	75.3	119.6
Annual average	151.0	169.7	121.2	136.2	80.1	93.5	74.9	113.3
1942 January[2]	161.8	171.2	126.9	134.3	78.4	90.4	70.9	114.7
February	162.6	171.0	131.0	137.7	80.6	90.1	72.6	118.0
March	163.6	170.2	134.6	140.1	82.1	88.8	72.9	119.5
April	167.0	172.0	131.9	135.8	78.8	88.6	69.8	116.9
May	166.2	170.8	135.6	139.4	81.4	85.2	69.4	115.5
June	170.7	175.4	139.0	142.9	81.4	83.4	67.9	115.9
July	172.8	176.7	140.2	143.4	81.2	85.7	69.6	120.2
August	177.5	180.9	147.8	150.7	83.2	86.8	72.2	128.3
September	182.2	184.8	152.1	154.3	83.4	85.8	71.6	130.5
October	186.6	187.2	161.1	161.6	86.2	87.8	75.7	141.4
November	191.1	190.5	164.9	164.4	86.2	89.1	76.8	146.9
December	190.6	188.7	167.2	165.5	87.7	90.4	79.3	151.1
Annual average	174.3	178.4	144.4	147.8	82.5	87.7	72.4	126.6

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[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 18, pp. 108–111; *Supplement* to *Conference Board Service Letter*, June, 1938; Table 4, p. 10; and Tables 7–9, pp. 19–21; and *The Conference Board Economic Record*, March 28, 1940, Table 4, pp. 125, 126 and Tables 8–10, pp. 139–141.

[2] Beginning with January, 1942, data are not exactly comparable with those for preceding months because of a change in sample.

Note: Hourly earnings are not wage rates, because they include overtime and incentive payments.

TABLE 2: EARNINGS AND HOURS IN THE HOSIERY AND KNIT GOODS INDUSTRY, 1939-1942 ALL WAGE EARNERS AND BY SEX[1]

Source: THE CONFERENCE BOARD

Year and Month	All Wage Earners				All Male			Female		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.545	$18.91	34.7	40.1	$.669	$25.06	37.5	$.436	$14.52	33.3
February	.541	20.14	37.2	40.0	.684	26.35	38.5	.433	15.92	36.8
March	.541	20.65	38.1	40.0	.684	27.15	39.7	.429	16.13	37.6
April	.547	20.23	37.0	40.0	.687	27.36	39.8	.435	15.67	36.0
May	.545	18.67	34.3	40.0	.693	25.29	36.5	.433	14.72	34.0
June	.538	19.21	35.7	40.0	.687	26.83	39.1	.430	15.31	35.6
July	.548	20.36	37.2	40.0	.697	27.08	38.8	.430	15.71	36.5
August	.545	20.47	37.5	40.0	.698	27.56	39.5	.428	15.72	36.8
September	.545	20.25	37.2	40.0	.697	27.36	39.3	.427	15.52	36.3
October	.555	20.98	37.8	40.1	.694	27.96	40.3	.443	16.19	36.5
November	.557	20.61	37.0	40.0	.696	27.16	39.0	.447	15.98	35.8
December	.553	20.43	36.9	40.0	.690	27.05	39.2	.444	16.02	36.1
Annual average	$.547	$20.08	36.7	40.0	$.690	$26.85	38.9	$.435	$15.62	35.9
1940 January	$.552	$19.57	35.4	40.0	$.703	$26.48	37.7	$.452	$15.39	34.1
February	.553	19.43	35.2	40.0	.703	26.11	37.1	.454	15.44	34.0
March	.551	19.55	35.5	40.0	.702	26.09	37.2	.455	15.71	34.5
April	.559	19.81	35.4	40.0	.715	27.00	37.7	.455	15.52	34.1
May	.553	19.44	35.2	40.0	.708	25.95	36.7	.456	15.65	34.3
June	.555	19.27	34.7	40.0	.713	25.76	36.1	.455	15.39	33.8
July	.562	20.19	35.9	40.0	.714	27.43	38.4	.459	15.75	34.3
August	.567	19.73	34.8	40.0	.714	26.91	37.7	.465	15.35	33.0
September	.567	19.96	35.2	40.0	.715	27.33	38.2	.465	15.49	33.3
October	.560	20.39	36.4	40.0	.706	27.28	38.6	.461	16.13	35.0
November	.569	20.76	36.5	40.0	.714	27.75	38.9	.472	16.50	35.0
December	562	20.04	35.7	40.0	.709	26.39	37.2	.466	16.16	34.7
Annual average	$.559	$19.85	35.5	40.0	$.710	$26.71	37.6	$.460	$15.71	34.2
1941 January	$.571	$20.69	36.2	40.1	$.725	$28.25	39.0	$.469	$16.20	34.6
February	.563	20.64	36.7	40.1	.716	27.55	38.5	.465	16.58	35.6
March	.568	21.16	37.2	40.1	.718	28.29	39.4	.471	16.91	35.9
April	.572	20.97	36.7	40.0	.727	28.86	39.7	.470	16.40	34.9
May	.572	20.66	36.1	40.0	.725	26.95	37.2	.477	16.93	35.5
June	.566	20.84	36.9	40.0	.723	27.92	38.6	.471	16.87	35.8
July	.571	21.36	37.4	40.1	.732	28.64	39.1	.473	17.22	36.4
August	.569	21.13	37.2	40.0	.734	27.19	37.1	.475	17.67	37.2
September	.576	21.67	37.6	40.0	.732	28.94	39.5	.482	17.65	36.6
October	.599	22.40	37.4	40.0	.767	30.47	39.7	.497	17.91	36.1
November	.596	22.37	37.5	40.0	.762	30.01	39.4	.501	18.29	36.5
December	.606	23.09	38.1	40.0	.771	30.92	40.1	.507	18.74	37.0
Annual average	$.577	$21.42	37.1	40.0	$.736	$28.67	38.9	$.480	$17.28	36.0
1942 January[2]	$.618	$22.43	36.3	40.0	$.802	$30.79	38.4	$.504	$17.72	35.2
February	.621	23.14	37.3	40.0	.812	31.39	38.6	.508	18.55	36.5
March	.625	23.79	38.0	40.0	.812	32.63	40.2	.513	18.90	36.9
April	.638	23.30	36.5	40.1	.842	32.53	38.6	.516	18.24	35.3
May	.635	23.96	37.7	40.1	.827	33.70	40.7	.520	18.81	36.2
June	.652	24.56	37.7	40.2	.861	34.57	40.2	.530	19.29	36.4
July	.660	24.78	37.6	40.1	.865	35.91	41.5	.534	18.94	35.5
August	.678	26.11	38.5	40.1	.894	36.13	40.4	.556	20.86	37.5
September	.696	26.88	38.6	40.5	.922	37.55	40.7	.572	21.48	37.5
October	.713	28.47	39.9	40.6	.948	40.26	42.5	.584	22.57	38.7
November	.730	29.14	39.9	40.7	.977	40.93	41.9	.600	23.36	39.0
December	.728	29.54	40.6	40.7	.976	41.16	42.2	.603	24.02	39.8
Annual average	$.666	$25.51	38.2	40.3	$.878	$35.63	40.5	$.545	$20.23	37.0

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[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 18, pp. 108–111; and Supplement to *Conference Board Service Letter*, June, 1938, Table 4, p. 10; and *The Conference Board Economic Record*, March 28, 1940, Table 4, pp. 125–126.

[2] Beginning with January, 1942, data are not exactly comparable with those for preceding months because of a change in sample.

Note: Hourly earnings are not wage rates, because they include overtime and incentive payments.

TABLE 3: EARNINGS AND HOURS IN THE HOSIERY AND KNIT GOODS INDUSTRY, 1939–1942 MALE BY SKILL[1]

Source: THE CONFERENCE BOARD

Year and Month	Unskilled			Skilled and Semi-Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.455	$18.25	40.1	$.686	$25.55	37.3
February	.443	17.82	40.2	.703	26.99	38.4
March	.444	17.88	40.3	.703	27.87	39.7
April	.449	17.58	39.1	.706	28.14	39.9
May	.459	17.22	37.5	.712	25.91	36.4
June	.460	19.01	41.3	.706	27.47	38.9
July	.463	19.16	41.4	.714	27.62	38.7
August	.463	18.95	40.9	.715	28.16	39.4
September	.460	19.22	41.8	.715	27.97	39.1
October	.463	19.54	42.2	.713	28.60	40.1
November	.467	19.35	41.5	.715	27.75	38.8
December	.467	19.77	42.3	.709	27.61	39.0
Annual average	$.458	$18.65	40.7	$.708	$27.47	38.8
1940 January	$.479	$19.57	40.8	$.722	$27.04	37.4
February	.481	19.17	39.9	.723	26.69	36.9
March	.480	19.89	41.5	.724	26.63	36.8
April	.481	19.64	40.8	.737	27.63	37.5
May	.481	19.35	40.2	.730	26.54	36.4
June	.478	19.41	40.6	.737	26.34	35.7
July	.472	18.69	39.6	.735	28.19	38.3
August	.475	19.23	40.5	.736	27.58	37.5
September	.473	18.89	39.9	.737	28.07	38.1
October	.470	18.66	39.7	.727	28.02	38.5
November	.480	19.31	40.2	.735	28.49	38.8
December	.477	19.31	40.5	.731	27.02	36.9
Annual average	$.477	$19.26	40.4	$.731	$27.35	37.4
1941 January	$.463	$18.68	40.3	$.750	$29.15	38.9
February	.466	18.77	40.3	.740	28.38	38.3
March	.464	18.55	40.0	.742	29.20	39.4
April	.463	18.72	40.5	.752	29.82	39.6
May	.479	19.05	39.8	.751	27.72	36.9
June	.487	19.87	40.8	.747	28.71	38.4
July	.479	20.21	42.2	.759	29.45	38.8
August	.481	19.40	40.3	.760	27.94	36.7
September	.487	20.16	41.4	.760	29.89	39.3
October	.494	19.27	39.0	.797	31.71	39.8
November	.495	19.83	40.0	.792	31.12	39.3
December	.511	20.73	40.6	.797	31.93	40.1
Annual average	$.481	$19.44	40.4	$.762	$29.59	38.8
1942 January[2]	$.532	$22.25	41.8	$.826	$31.48	38.1
February	.542	22.87	42.2	.837	32.09	38.3
March	.548	23.26	42.4	.835	33.39	40.0
April	.550	22.89	41.6	.869	33.35	38.4
May	.564	23.65	41.9	.852	34.59	40.6
June	.563	23.58	41.9	.890	35.58	40.0
July	.571	23.88	41.9	.892	37.01	41.5
August	.582	23.81	40.9	.923	37.28	40.4
September	.589	25.07	42.6	.954	38.67	40.6
October	.619	27.08	43.7	.975	41.32	42.4
November	.645	28.22	43.8	1.005	41.96	41.7
December	.647	28.16	43.5	1.003	42.18	42.1
Annual average	$.579	$24.56	42.4	$.905	$36.58	40.3

[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 18, pp. 108-111; and *Supplement* to *Conference Board Service Letter*, June, 1938, Table 4, p. 10; and *The Conference Board Economic Record*, March 28, 1940, Table 4, pp. 125–126.

[2] Beginning with January, 1942, data are not exactly comparable with those for preceding months because of a change in sample.

Note: Hourly earnings are not wage rates, because they include overtime and incentive payments.

of Manufactures is covered by the companies reporting to the Board.

Changes in the number of hours worked a week and in the number of workers employed over a long period of years indicate a definite cycle of production in the industry. The peak production months are August, September and October, followed by a slackening through December. In January, the trend changes and production reaches a secondary peak in February from which it declines to a low in May, June or July. Even in the period from 1930 to 1932 when the business trend was downward, this cycle pattern is clearly discernible. Since then, when production was expanding and the influence of the war caused all series to rise, these trends can still be followed to a lesser degree except in the closing months of 1942 and in January and February, 1943, when both employment and hours of work rose month after month.

All the indexes were at new peak levels in February, 1943, except that for average hours worked a week which was higher than in any other month since October, 1929, and the employment index, which had been higher in the period from August to November, 1941. Hourly earnings at $.917 in February, 1943, were 0.9% greater than they had been in February, 1942, 32.1% more than in January, 1941, and 42.0% more than in January, 1939. In the period from January, 1939, to July, 1940, little overtime was worked and the slight rise in hourly earnings can be attributed to small wage-rate adjustments and the employment of larger numbers of skilled workers. Since August, 1940, more than forty hours of work a week has been averaged by the larger group of male workers with a consequent increase in overtime premium payments. In May, 1941, substantial wage-rate increases were granted to a large portion of the workers in this industry. The transfer of a sizable part of the industry to war production in the latter part of 1942 was, however, the principal contributory factor toward the large increase in hourly earnings.

Weekly earnings, reflecting both longer working hours and higher hourly earnings, rose even more in these periods. The February, 1943, average of $43.34 was 19.4% greater than a year earlier, 51.2% above the January, 1941, average, and 79.8% higher than in January, 1939. Because living costs have risen substantially since 1939, the purchasing power of the wage earner's weekly earnings has increased somewhat less than his

(*Continued on page* 179)

TABLE 1: EARNINGS, HOURS, EMPLOYMENT, MAN HOURS AND PAYROLLS IN THE FURNITURE INDUSTRY, 1935–1942, ALL WAGE EARNERS[1]

Source: THE CONFERENCE BOARD

Index Numbers, 1923 = 100

Year and Month	Hourly Earnings		Weekly Earnings		Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
	Actual	Real	Actual	Real				
1935 January	101.2	124.6	75.3	92.7	74.5	69.8	52.0	52.6
February	101.7	124.3	82.2	100.5	80.9	73.1	59.1	60.1
March	102.5	125.5	77.5	94.9	75.7	74.8	56.6	58.0
April	102.5	124.5	73.9	89.8	72.2	76.1	54.9	56.2
May	104.8	127.8	76.8	93.7	73.4	74.4	54.6	57.1
June	105.4	128.7	79.2	96.7	75.3	75.8	57.1	60.0
July	104.1	127.3	79.1	96.7	76.1	77.2	58.7	61.1
August	105.8	129.2	87.1	106.3	82.4	81.5	67.2	71.0
September	104.8	127.2	89.7	108.9	35.7	81.2	69.6	72.8
October	103.7	125.5	87.2	105.6	84.0	80.9	68.0	70.5
November	105.4	127.0	88.5	106.6	84.0	82.7	69.5	73.2
December	104.6	125.4	81.4	97.6	77.8	82.2	64.0	66.9
Annual average	103.9	126.4	81.5	99.1	78.4	77.5	60.8	63.2
1936 January	104.6	125.6	82.4	98.9	78.8	81.3	64.1	67.0
February	104.4	125.8	86.6	104.3	83.0	82.5	68.5	71.4
March	105.8	127.9	87.4	105.7	82.8	83.6	69.2	73.1
April	105.6	127.5	85.0	102.7	80.5	83.3	67.1	70.8
May	106.0	127.9	86.6	104.5	81.7	81.5	66.6	70.6
June	106.0	126.3	90.6	108.0	85.5	81.6	69.8	73.9
July	105.4	125.2	89.2	105.9	84.6	83.5	70.6	74.5
August	107.0	126.0	99.8	117.6	93.4	88.3	82.5	88.1
September	107.7	126.1	103.8	121.5	96.5	97.5	94.1	101.2
October	107.5	126.2	99.8	117.1	92.9	102.3	95.0	102.1
November	107.0	125.7	95.5	112.2	89.4	101.2	90.5	96.6
December	108.3	127.1	97.8	114.8	90.2	98.1	88.5	95.9
Annual average	106.4	126.5	92.1	109.5	86.7	88.7	76.9	81.7
1937 January	111.8	130.3	97.3	113.4	87.1	97.1	84.6	94.5
February	112.8	130.9	101.4	117.6	90.0	101.4	91.3	102.8
March	114.7	131.7	101.5	116.5	88.6	102.7	91.0	104.2
April	118.0	135.2	98.4	112.7	83.6	101.4	84.8	99.8
May	119.1	135.6	103.2	117.5	86.7	101.9	88.3	105.2
June	120.7	137.3	104.4	118.8	86.5	105.0	90.8	109.6
July	120.7	136.8	102.7	116.4	85.1	103.2	87.8	106.0
August	121.3	136.9	104.7	118.2	86.3	104.8	90.4	109.7
September	124.0	139.0	105.4	118.2	85.1	105.2	89.5	110.9
October	124.8	139.9	102.4	114.8	82.2	102.5	84.3	105.0
November	123.6	139.7	91.5	103.4	74.1	94.7	70.2	86.7
December	124.6	141.6	87.7	99.7	70.5	89.4	63.0	78.4
Annual average	119.7	136.3	100.0	113.9	83.8	100.8	84.5	100.8
1938 January	126.1	145.1	81.2	93.4	64.5	84.9	54.8	68.9
February	126.9	147.4	91.3	106.0	72.0	84.5	60.8	77.1
March	126.3	146.7	88.1	102.3	69.7	83.6	58.3	73.7
April	126.1	146.3	84.0	97.4	66.6	80.7	53.7	67.8
May	128.6	150.1	84.4	98.5	65.6	78.9	51.8	66.6
June	126.7	147.8	88.6	103.4	69.9	77.7	54.3	68.8
July	127.1	148.3	92.5	107.9	72.8	77.8	56.6	72.0
August	127.1	149.0	100.3	117.6	79.0	81.9	64.7	82.1
September	126.7	148.2	104.3	122.0	82.4	85.5	70.5	89.2
October	125.0	146.7	100.7	118.2	80.7	87.0	70.2	87.6
November	123.6	145.6	93.9	110.6	76.1	87.0	66.2	81.7
December	124.8	146.7	97.4	114.5	78.2	89.3	69.8	87.0
Annual average	126.3	147.4	92.2	107.6	73.2	83.2	60.9	76.7
1939 January	125.0	147.6	96.6	114.0	77.4	89.2	69.0	86.2
February	127.1	150.6	101.6	120.4	80.1	91.9	73.6	93.4
March	128.0	151.8	101.9	120.9	79.7	92.8	74.0	94.6
April	127.5	151.4	97.5	115.8	76.6	91.8	70.3	89.5
May	128.6	152.9	95.7	113.8	74.5	90.7	67.6	86.8
June	129.0	153.9	101.1	120.6	78.4	90.0	70.6	91.0
July	128.8	153.0	100.7	119.6	78.2	90.8	71.0	91.4
August	128.2	152.6	103.8	123.6	81.1	93.0	75.4	96.5
September	128.2	150.1	107.0	125.3	83.4	97.4	81.2	104.2
October	128.4	150.5	108.2	126.8	84.2	100.5	84.6	108.7
November	126.9	149.1	102.4	120.3	80.9	102.3	82.8	104.8
December	128.2	151.5	104.6	123.6	81.5	102.3	83.4	107.0
Annual average	127.9	151.4	101.8	120.5	79.7	94.4	75.2	96.1
1940 January	129.8	153.4	103.4	122.2	79.7	102.0	81.3	105.5
February	130.4	153.2	104.7	123.0	80.5	101.4	81.6	106.2
March	130.8	154.2	106.8	125.9	81.7	102.1	83.4	109.0
April	130.6	153.6	100.9	118.7	77.2	101.9	78.7	102.8
May	131.9	154.8	102.8	120.7	78.0	99.8	77.8	102.6
June	131.5	153.8	105.3	123.2	80.1	99.7	79.9	105.0
July	131.3	153.2	104.0	121.4	79.3	100.1	79.4	104.1
August	131.1	153.5	109.2	127.9	83.2	105.9	88.1	115.6
September	133.7	156.0	113.8	132.8	85.3	110.4	94.2	125.6
October	133.5	156.1	114.6	134.0	85.9	115.6	99.3	132.5
November	132.7	155.2	109.9	128.5	82.8	116.0	96.0	127.5
December	133.8	155.8	112.6	131.1	84.0	115.4	96.9	129.9
Annual average	131.7	154.4	107.3	125.8	81.5	105.9	86.3	113.6
1941 January	134.2	156.0	115.0	133.7	85.7	120.5	103.3	138.6
February	138.7	161.1	118.4	137.5	85.5	124.2	106.2	147.1
March	137.9	159.8	119.9	138.9	86.9	126.2	109.7	151.3
April	137.7	158.5	118.4	136.2	86.1	128.3	110.5	151.9
May	144.1	164.9	125.2	143.2	86.9	128.8	111.9	161.3
June	148.4	167.7	130.5	147.5	88.0	131.4	115.6	171.5
July	149.3	167.9	132.2	148.7	88.6	134.4	119.1	177.7
August	152.6	170.7	134.8	150.8	88.6	136.6	121.0	184.1
September	153.8	169.4	137.6	151.5	89.6	135.9	121.8	187.0
October	154.4	167.8	137.2	149.1	89.0	136.4	121.4	187.1
November	152.8	164.5	132.3	142.4	86.7	136.9	118.7	181.1
December	154.5	165.8	136.5	146.5	88.4	134.8	119.2	184.0
Annual average	146.4	164.5	128.2	144.0	87.6	131.2	114.9	168.2
1942 January	157.8	167.0	136.9	144.9	86.9	131.3	114.1	179.7
February	162.7	171.1	145.5	153.0	89.4	133.7	119.5	194.5
March	163.4	170.0	144.5	150.4	88.6	135.4	120.0	195.7
April	164.4	169.3	147.5	151.9	89.8	133.8	120.2	197.4
May	161.5	166.0	141.5	145.4	87.6	129.0	113.0	182.5
June	160.9	165.4	139.7	143.6	86.9	120.4	104.6	168.2
July	164.2	167.9	146.8	150.1	89.4	118.0	105.5	173.2
August	163.8	167.0	150.4	153.3	91.9	118.9	109.3	178.8
September	165.0	167.3	147.4	149.5	89.4	122.4	109.4	180.4
October	167.3	167.8	156.2	156.7	93.4	121.4	113.4	189.6
November	170.2	169.7	159.2	158.7	93.6	119.0	111.4	189.4
December	172.3	170.6	164.8	163.2	95.6	124.6	119.1	205.3
Annual average	164.4	168.3	148.4	151.9	90.2	125.7	113.4	186.5

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[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 17, pp. 104–107, supplement to *Conference Board Service Letter*, June, 1938, Tables 7, 8 and 9, pp. 19–21; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 125, Table 5, p. 135, 136 and Tables 8–10, pp. 139–141.

TABLE 2: EARNINGS AND HOURS IN THE FURNITURE INDUSTRY, 1939–1942 ALL WAGE EARNERS AND BY SEX[1]

Source: THE CONFERENCE BOARD

Year and Month	All Wage Earners				All Male			Female		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.646	$24.10	37.3	40.9	$.657	$24.64	37.5	$.479	$16.24	33.9
February	.657	25.34	38.6	40.9	.668	25.99	38.9	.489	16.48	33.7
March	.662	25.41	38.4	40.9	.673	25.98	38.6	.485	16.98	35.0
April	.659	24.32	36.9	40.8	.670	24.86	37.1	.488	16.30	33.4
May	.665	23.86	35.9	40.8	.675	24.44	36.2	.504	15.47	30.7
June	.667	25.22	37.8	40.8	.678	25.90	38.2	.493	15.73	31.9
July	.666	25.11	37.7	40.8	.677	25.66	37.9	.494	17.09	34.6
August	.663	25.90	39.1	40.9	.674	26.49	39.3	.485	17.46	36.0
September	.663	26.68	40.2	40.9	.674	27.23	40.4	.495	18.56	37.5
October	.664	26.99	40.6	40.9	.675	27.54	40.8	.484	18.34	37.9
November	.656	25.55	39.0	40.6	.667	26.08	39.1	.480	17.86	37.2
December	.663	26.08	39.3	40.6	.674	26.62	39.5	.485	17.22	35.5
Annual average	$.661	$25.38	38.4	40.8	$.672	$25.95	38.6	$.488	$16.98	34.8
1940 January	$.671	$25.80	38.4	40.6	$.683	$26.43	38.7	$.478	$16.48	34.5
February	.674	26.12	38.8	40.6	.685	26.71	39.0	.488	17.20	35.2
March	.676	26.63	39.4	40.6	.686	27.18	39.6	.501	18.07	36.1
April	.675	25.16	37.2	40.6	.685	25.68	37.5	.501	17.13	34.2
May	.682	25.65	37.6	40.6	.693	26.15	37.7	.496	17.75	35.8
June	.680	26.26	38.6	40.6	.691	26.80	38.8	.500	17.74	35.5
July	.679	25.95	38.2	40.6	.689	26.44	38.4	.504	17.99	35.7
August	.678	27.23	40.1	40.5	.689	27.79	40.3	.490	17.97	36.7
September	.691	28.39	41.1	40.7	.702	28.92	41.2	.506	19.82	39.2
October	.690	28.59	41.4	40.7	.701	29.17	41.6	.501	19.25	38.4
November	.686	27.42	39.9	40.5	.698	28.02	40.1	.491	18.29	37.3
December	.692	28.07	40.5	40.6	.704	28.69	40.8	.498	18.48	37.1
Annual average	$.681	$26.77	39.3	40.6	$.692	$27.33	39.5	$.496	$18.01	36.3
1941 January	$.694	$28.67	41.3	40.5	$.706	$29.33	41.5	$.501	$19.21	38.3
February	.717	29.54	41.2	40.4	.730	30.17	41.3	.519	20.44	39.4
March	.713	29.90	41.9	40.5	.726	30.56	42.1	.517	20.31	39.3
April	.712	29.53	41.5	40.7	.725	30.24	41.7	.515	19.38	37.6
May	.745	31.23	41.9	40.8	.759	31.99	42.2	.536	20.47	38.2
June	.767	32.55	42.4	40.8	.781	33.38	42.7	.546	21.13	38.7
July	.772	32.98	42.7	40.8	.788	33.86	42.9	.534	21.12	39.6
August	.789	33.63	42.7	40.9	.806	34.58	42.9	.538	21.30	39.6
September	.795	34.32	43.2	41.0	.813	35.25	43.3	.545	22.49	41.3
October	.798	34.22	42.9	40.9	.816	35.15	43.1	.552	22.51	40.8
November	.790	32.99	41.8	40.8	.807	33.84	41.9	.563	22.80	40.5
December	.799	34.05	42.6	41.0	.817	35.02	42.8	.566	22.79	40.2
Annual average	$.757	$31.97	42.2	40.8	$.773	$32.78	42.4	$.536	$21.16	39.5
1942 January	$.816	$34.15	41.9	40.9	$.833	$35.17	42.2	$.580	$21.97	37.9
February	.841	36.30	43.1	40.9	.859	37.28	43.4	.599	23.98	40.1
March	.845	36.05	42.7	41.0	.863	37.02	42.9	.602	23.92	39.7
April	.850	36.79	43.3	40.9	.871	38.03	43.6	.605	23.80	39.4
May	.835	35.28	42.2	41.0	.859	36.56	42.6	.580	22.68	39.1
June	.832	34.83	41.9	41.0	.857	36.14	42.2	.596	23.56	39.5
July	.849	36.62	43.1	41.6	.881	38.68	43.9	.592	22.54	38.1
August	.847	37.52	44.3	41.5	.880	39.79	45.2	.596	22.94	38.5
September	.853	36.75	43.1	41.5	.899	39.56	44.0	.601	23.37	38.9
October	.865	38.96	45.0	41.9	.917	42.19	46.0	.594	24.05	40.5
November	.880	39.71	45.1	42.0	.927	42.66	46.0	.611	24.95	40.8
December	.891	41.11	46.1	41.7	.942	44.35	47.1	.638	26.72	41.9
Annual average	$.850	$37.01	43.5	41.3	$.882	$38.95	44.1	$.600	$23.71	39.5

[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 17, pp. 104–107; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 125 and Table 5, p. 135, 136.
Hourly earnings are not wage rates because they include overtime and incentive payments.

TABLE 3: EARNINGS AND HOURS IN THE FURNITURE INDUSTRY, 1939–1942, MALE BY SKILL[1]

Source: THE CONFERENCE BOARD

Year and Month	Unskilled			Skilled and Semi-Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.514	$19.74	38.4	$.693	$25.85	37.3
February	.524	20.23	38.6	.704	27.46	39.0
March	.523	20.03	38.3	.711	27.52	38.7
April	.526	19.09	36.3	.706	26.33	37.3
May	.540	18.58	34.4	.709	25.95	36.6
June	.532	20.43	38.4	.715	27.24	38.1
July	.520	19.29	37.1	.716	27.28	38.1
August	.538	21.84	40.6	.708	27.61	39.0
September	.547	22.97	42.0	.706	28.24	40.0
October	.547	23.08	42.2	.707	28.63	40.5
November	.543	21.72	40.0	.698	27.15	38.9
December	.559	22.86	40.9	.703	27.49	39.1
Annual average	$.534	$20.82	38.9	$.706	$27.23	38.6
1940 January	$.552	$22.20	40.3	$.708	$27.20	38.4
February	.550	22.35	40.6	.710	27.52	38.7
March	.557	22.12	39.7	.709	28.10	39.6
April	.561	21.69	38.7	.709	26.40	37.3
May	.564	21.90	38.8	.717	26.93	37.5
June	.556	21.64	38.9	.715	27.73	38.8
July	.536	19.82	37.0	.716	27.69	38.7
August	.530	23.56	44.4	.719	28.51	39.7
September	.547	25.50	46.6	.733	29.50	40.3
October	.535	23.22	43.4	.732	30.23	41.3
November	.541	22.02	40.7	.727	29.11	40.0
December	.554	24.31	43.8	.735	29.53	40.2
Annual average	$.549	$22.53	41.1	$.719	$28.20	39.2
1941 January	$.539	$22.98	42.7	$.739	$30.52	41.3
February	.555	24.11	43.4	.763	31.24	41.0
March	.553	23.36	42.3	.756	31.82	42.1
April	.540	22.76	42.1	.756	31.50	41.7
May	.564	23.94	42.5	.793	33.39	42.1
June	.598	26.15	43.7	.815	34.69	42.5
July	.591	26.29	44.5	.827	35.27	42.7
August	.615	27.02	44.0	.843	35.97	42.7
September	.605	26.81	44.3	.853	36.79	43.2
October	.619	26.76	43.2	.853	36.71	43.0
November	.624	26.61	42.6	.845	35.25	41.7
December	.634	27.39	43.2	.855	36.55	42.8
Annual average	$.586	$25.35	43.2	$.808	$34.14	42.2
1942 January	$.645	$28.37	44.0	$.874	$36.56	41.8
February	.663	29.42	44.4	.898	38.81	43.2
March	.660	28.37	43.0	.900	38.60	42.9
April	.679	30.29	44.6	.908	39.48	43.5
May	.683	28.92	42.3	.894	38.09	42.6
June	.694	31.02	44.7	.898	37.31	41.6
July	.754	35.02	46.4	.916	39.60	43.2
August	.748	35.27	47.1	.915	40.92	44.7
September	.766	33.88	44.2	.926	40.71	43.9
October	.729	32.41	44.5	.952	44.09	46.3
November	.733	35.08	47.8	.966	44.10	45.7
December	.758	35.64	47.1	.979	46.07	47.1
Annual average	$.709	$31.97	45.0	$.919	$40.36	43.9

[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 17, pp. 104–107; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 125, and Table 5, p. 135, 136.

Hourly earnings are not wage rates because they include overtime and incentive payments.

dollar earnings. The February, 1943, level was 11.6% higher than that a year previous, 27.7% greater than in January, 1941, and 49.7% more than in January, 1939.

Employment in February, 1943, in the furniture industry was 4.2% greater than in January, 1.3% above February, 1942, 51.9% higher than in January, 1939, and 94.1% greater than at the beginning of 1935. The index of total man hours, which shows the effect of longer working hours as well as expanded employment, has increased 11.2% since February, 1942, 28.7% since January, 1941, 92.6% since January, 1939, and 155.6% since January, 1935.

Total payrolls disbursed in the furniture industry have advanced 347.7% since January, 1935, 173.2% since January, 1939, 69.9% since January, 1941, and 21.1% in the year since February, 1942.

E. B. DUNN
Division of Industrial Economics

Rationing from the War Worker's Viewpoint

A worker who has taken the place of his soldier son in a war plant has his own explanation of a cause for absenteeism. In a recent letter to THE CONFERENCE BOARD, he wrote:

> There is an increase in absence from the job due to physical let-down on the part of workers, and they are complaining of the shortage of their accustomed meat rations . . . We are interested to learn just how the OPA came to the conclusion that hard labor workmen can do their full week's job on the same ration points allotted to the sedentary occupations where no great physical effort is expended.
>
> You may not have heard much about this as yet because the average laboring man is trying not to be a "cry baby" about giving up things for victory. Instead he has been looking for underhanded ways of obtaining additional meat ration . . . Some of the more fiery-minded workers feel that the quickest way to get relief is to call a strike for more ration points for heavy duty war workers.

Cost of Living, United States and 70 Cities, March

THE COST OF LIVING of wage earners' families in the United States during March, 1943, increased 1.0% over the February level. Food prices rose 2.5%, an amount not exceeded in any month since mid-May of last year, when the General Maximum Price Regulations went into effect. Only two other minor changes occurred in the main components of the budget: coal costs rose 0.7%, and items of the sundry group, 0.1%. THE CONFERENCE BOARD's index of living costs advanced in March to 102.8 (1923 = 100), or 7.0% above that of a year ago, and 19.5% more than in January, 1941. The purchasing value of the 1923 dollar, which was 98.2 cents in February, fell to 97.3 cents in March.

As might be expected from the movement of the United States index, the cost of living in the seventy industrial cities surveyed monthly by THE CONFERENCE BOARD showed larger increases between February and March than between January and February. These advances ranged from 0.1% in Portland, Oregon, to 2.1% in New Orleans and Wausau, Wisconsin. Living costs in March, when compared with those of March, 1942, have gone up in all cities for which such figures are available.

Revised indexes for Chattanooga, Duluth, Memphis, Muskegon, Rochester, Spokane, Syracuse, and Youngstown appear in this issue on pages 187–190.

H. S. HILL
Division of Industrial Economics

CHANGES IN THE COST OF LIVING, MARCH, 1943

Item	Budgetary Weights[1]	Index Numbers, 1923=100			Percentage Changes	
		March, 1943	February, 1943	March, 1942	February, 1943 to March, 1943	March, 1942 to March, 1943
Food[2]	33	112.9	110.2	97.5	+2.5	+15.8
Housing	20	90.8	90.8	90.7	0	+0.1
Clothing	12	88.6	88.6	85.8	0	+3.3
Men's	...	*98.1*	*98.1*	*95.2*	*0*	*+3.0*
Women's	...	*79.0*	*79.0*	*76.4*	*0*	*+3.4*
Fuel and light	5	92.6	92.2	90.4	+0.4	+2.4
Coal	...	*96.1*	*95.4*	*92.8*	*+0.7*	*+3.6*
Electricity[3]	...	*67.3*	*67.3r*	*67.6*	*0*	*–0.4*
Gas[4]	...	*94.9*	*94.9r*	*94.7*	*0*	*+0.2*
Sundries	30	106.8	106.7	103.5	+0.1	+3.2
Weighted average of all items	100	102.8	101.8	96.1	+1.0	+7.0
Purchasing value of dollar	...	97.3	98.2	104.1	–0.9	–6.5

[1] Relative importance in post World War I family budget.
[2] Based on THE CONFERENCE BOARD's indexes of food prices.
[3] Based upon retail prices of 25 kilowatt-hours of electricity.
[4] Based upon retail prices of 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

rRevised

COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR
Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light				Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Electricity	Gas		
1942 March	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	67.6	94.7	103.5	104.1
April	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	67.6	94.7	104.1	103.0
May	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	67.6	94.7	104.2	102.8
June	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	67.6	94.7	104.1	102.8
July	97.8	100.3	90.8	88.0	97.6	78.4	90.4	92.8	67.5	94.8	105.0	102.2
August	98.1	101.1	90.8	88.2	97.7	78.6	90.4	92.8	67.5	94.8	105.0	101.9
September	98.6	102.8	90.8	88.4	97.8	78.9	90.5	92.9	67.5	94.8	104.7	101.4
October	99.7	105.4	90.8	88.5	97.9	79.0	90.5	92.9	67.5	94.8	105.4	100.3
November	100.3	106.5	90.8	88.6	98.1	79.0	90.5	92.9	67.5	94.8	106.2	99.7
December	101.0	108.3	90.8	88.6	98.1	79.0	90.6	93.0	67.5	94.8	106.4	99.0
1943 January	101.4	109.1	90.8	88.6	98.1	79.0	91.7	94.7	67.3r	94.9r	106.6	98.6
February	101.8	110.2	90.8	88.6	98.1	79.0	92.2	95.4	67.3r	94.9r	106.7	98.2
March	102.8	112.9	90.8	88.6	98.1	79.0	92.6	96.1	67.3	94.9	106.8	97.3

rRevised

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING FEBRUARY AND MARCH, 1943

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
Akron					
Food	152.7	150.1	135.6	+1.7	+12.6
Housing	113.7	113.7	122.7	0	−7.3
Clothing	121.3	121.3	118.4	0	+2.4
Fuel and light	112.5	111.9	110.6	+0.5	+1.7
Housefurnishings	118.4	118.4	117.6	0	+0.7
Sundries	112.4	112.2	108.4	+0.2	+3.7
Weighted Total	125.7	124.8	120.4	+0.7	+4.4
Atlanta					
Food	144.9	140.2	125.9	+3.4	+15.1
Housing	99.2	99.2	99.2	0	0
Clothing	123.7	123.7	120.5	0	+2.7
Fuel and light	110.2	109.4	107.6	+0.7	+2.4
Housefurnishings	117.1	117.1	116.6	0	+0.4
Sundries	112.6	112.4	108.2	+0.2	+4.1
Weighted Total	121.2	119.7	113.7	+1.3	+6.6
Baltimore					
Food	152.2	146.8	126.3	+3.7	+20.5
Housing	103.2	103.2	113.3	0	−8.9
Clothing	120.5	120.5	114.4	0	+5.3
Fuel and light	105.1	105.0	102.5	+0.1	+2.5
Housefurnishings	130.6	130.6	128.5	0	+1.6
Sundries	112.5	112.4	109.1	+0.1	+3.1
Weighted Total	125.7	123.8	116.8	+1.5	+7.6
Birmingham					
Food	149.6	143.9	130.0	+4.0	+15.1
Housing	105.7	105.7	116.3	0	−9.1
Clothing	124.7	124.7	121.3	0	+2.8
Fuel and light	99.2	99.0	98.5	+0.2	+0.7
Housefurnishings	117.8	117.8	117.6	0	+0.2
Sundries	112.6	112.4	107.1	+0.2	+5.1
Weighted Total	123.1	121.4	116.9	+1.4	+5.3
Boston					
Food	139.8	135.3	121.4	+3.3	+15.2
Housing	103.6	103.6	103.7	0	−0.1
Clothing	125.1	125.1	120.0	0	+4.3
Fuel and light	120.9	120.9	111.4	0	+8.5
Housefurnishings	122.5	122.5	122.3	0	+0.2
Sundries	111.4	111.5	108.3	−0.1	+2.9
Weighted Total	122.6	121.0	114.0	+1.3	+7.5
Bridgeport					
Food	143.0	139.8	126.0	+2.3	+13.5
Housing	106.5	106.6	110.1	−0.1	−3.3
Clothing	124.9	124.9	117.9	0	+5.9
Fuel and light	115.9	115.9	105.8	0	+9.5
Housefurnishings	126.4	126.4	124.7	0	+1.4
Sundries	116.8	116.7	112.1	+0.1	+4.2
Weighted Total	124.4	123.3	116.6	+0.9	+6.7
Buffalo					
Food	145.8	141.3	126.5	+3.2	+15.3
Housing	114.7	114.7	112.8	0	+1.7
Clothing	118.0	118.0	115.6	0	+2.1
Fuel and light	106.2	106.2	103.1	0	+3.0
Housefurnishings	126.1	126.1	123.3	0	+2.3
Sundries	109.4	109.3	103.4	+0.1	+5.8
Weighted Total	123.3	121.8	114.6	+1.2	+7.6
Chattanooga					
Food	151.3	144.7r	128.6r	+4.6	+17.7
Housing	103.7	103.7	103.4	0	+0.3
Clothing	118.4	118.4	114.3	0	+3.6
Fuel and light	90.9	89.9r	87.4r	+1.1	+4.0
Housefurnishings	121.5	121.5	120.3	0	+1.0
Sundries	109.0	108.8r	105.8r	+0.2	+3.0
Weighted Total	121.4	119.3r	112.8r	+1.8	+7.6
Chicago					
Food	139.4	136.5	122.9	+2.1	+13.4
Housing	105.5	105.5	103.8	0	+1.6
Clothing	122.5	122.5	118.7	0	+3.2
Fuel and light	100.2	101.1	100.2	−0.9	0
Housefurnishings	124.7	124.7	122.2	0	+2.0
Sundries	104.7	104.6	101.6	+0.1	+3.1
Weighted Total	118.3	117.4	111.2	+0.8	+6.4
Cincinnati					
Food	143.1	139.1	127.0	+2.9	+12.7
Housing	100.9	100.9	100.7	0	+0.2
Clothing	128.6	128.6	122.2	0	+5.2
Fuel and light	103.6	102.9	103.7	+0.7	−0.1
Housefurnishings	124.1	124.1	120.8	0	+2.7
Sundries	110.1	109.9	106.6	+0.2	+3.3
Weighted Total	121.9	120.5	114.7	+1.2	+6.3
Cleveland					
Food	140.0	136.0	123.9	+2.9	+13.0
Housing	109.7	109.7	111.7	0	−1.8
Clothing	126.9	126.9	121.6	0	+4.4
Fuel and light	102.5	102.4	102.4	+0.1	+0.1
Housefurnishings	118.2	118.2	118.0	0	+0.2
Sundries	112.8	112.7	107.5	+0.1	+4.9
Weighted Total	121.5	120.3	114.9	+1.0	+5.7
Dallas					
Food	147.0	141.9	126.5	+3.6	+16.2
Housing	105.6	105.6	102.1	0	+3.4
Clothing	122.8	122.8	119.5	0	+2.8
Fuel and light	93.3	93.3	100.0	0	−6.7
Housefurnishings	127.9	127.9	124.8	0	+2.5
Sundries	112.6	112.3	108.4	+0.3	+3.9
Weighted Total	121.5	120.1	113.9	+1.2	+6.7
Dayton					
Food	145.0	140.5	124.7	+3.2	+16.3
Housing	105.1	105.1	111.6	0	−5.8
Clothing	121.5	121.5	120.2	0	+1.1
Fuel and light	103.9	103.8	102.4	+0.1	+1.5
Housefurnishings	127.5	127.5	127.5	0	0
Sundries	109.6	109.4	106.7	+0.2	+2.7
Weighted Total	121.6	120.2	115.5	+1.2	+5.3
Denver					
Food	143.7	141.3	126.1	+1.7	+14.0
Housing	105.6	105.6	104.0	0	+1.5
Clothing	121.6	121.6	116.6	0	+4.3
Fuel and light	97.5	97.4	96.4	+0.1	+1.1
Housefurnishings	122.4	122.4	120.2	0	+1.8
Sundries	111.8	111.6	108.3	+0.2	+3.2
Weighted Total	121.1	120.3	113.6	+0.7	+6.6

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COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING FEBRUARY AND MARCH, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1942	Mar. 1942 to Mar. 1943
Des Moines					
Food	149.0	143.6	129.6	+3.8	+15.0
Housing	105.3	105.3	104.0	0	+1.3
Clothing	126.9	126.9	121.5	0	+4.4
Fuel and light	109.2	108.7	108.5	+0.5	+0.6
Housefurnishings	123.8	123.8	118.1	0	+4.8
Sundries	113.0	112.8	108.6	+0.2	+4.1
Weighted Total	123.1	121.6	115.3	+1.2	+6.8
Detroit					
Food	145.6	142.8	124.1	+2.0	+17.3
Housing	107.0	107.0	107.3	0	-0.3
Clothing	117.9	117.9	114.6	0	+2.9
Fuel and light	113.6	112.6	109.6	+0.9	+3.6
Housefurnishings	133.1	133.1	129.9	0	+2.5
Sundries	103.3	103.1	100.7	+0.2	+2.6
Weighted Total	120.4	119.5	112.5	+0.8	+7.0
Duluth					
Food	143.2	140.9*r*	123.6*r*	+1.6	+15.9
Housing	100.1	100.1	100.0	0	+0.1
Clothing	124.6	124.6	120.1	0	+3.7
Fuel and light	100.0	100.0*r*	99.9*r*	0	+0.1
Housefurnishings	129.7	129.7	126.5	0	+2.5
Sundries	112.3	112.1*r*	109.0*r*	+0.2	+3.0
Weighted Total	121.1	120.4*r*	113.4*r*	+0.6	+6.8
Erie, Pa.					
Food	147.3	143.4	123.7	+2.7	+19.1
Housing	109.9	109.9	106.9	0	+2.8
Clothing	133.7	133.7	128.3	0	+4.2
Fuel and light	110.8	109.5	108.4	+1.2	+2.2
Housefurnishings	129.8	129.8	129.6	0	+0.2
Sundries	111.1	111.0	106.7	+0.1	+4.1
Weighted Total	127.8	126.2	116.7	+1.3	+9.5
Fall River					
Food	149.5	143.9	131.8	+3.9	+13.4
Housing	104.3	104.3	101.9	0	+2.4
Clothing	118.8	118.8	114.5	0	+3.8
Fuel and light	105.5	105.4	102.6	+0.1	+2.8
Housefurnishings	114.3	114.3	115.2	0	-0.8
Sundries	107.2	107.1	105.0	+0.1	+2.1
Weighted Total	122.9	121.0	115.0	+1.6	+6.9
Front Royal, Va.					
Food	161.6	158.2	137.7	+2.1	+17.4
Housing	92.0	92.0	93.7	0	-1.8
Clothing	127.9	127.9	124.1	0	+3.1
Fuel and light	103.9	103.9	103.5	0	+0.4
Housefurnishings	127.1	127.1	125.7	0	+1.1
Sundries	107.2	106.9	104.2	+0.3	+2.9
Weighted Total	120.7	119.8	113.5	+0.8	+6.3
Grand Rapids					
Food	149.1	145.0	132.4	+2.8	+12.6
Housing	106.6	106.6	106.6	0	0
Clothing	121.9	121.9	116.1	0	+5.0
Fuel and light	108.8	108.5	106.6	+0.3	+2.1
Housefurnishings	132.7	132.7	129.9	0	+2.2
Sundries	118.9	118.6	113.3	+0.3	+4.9
Weighted Total	125.8	124.5	118.3	+1.0	+6.3

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
Houston					
Food	141.1	138.0	126.5	+2.2	+11.5
Housing	105.7	105.7	105.6	0	+0.1
Clothing	124.2	124.2	119.9	0	+3.6
Fuel and light	90.2	90.2	90.2	0	0
Housefurnishings	114.7	114.7	115.0	0	-0.3
Sundries	112.3	112.0	108.0	+0.3	+4.0
Weighted Total	119.4	118.4	113.5	+0.8	+5.2
Huntington, W. Va.					
Food	146.0	141.2	*n.a.*	+3.4	*n.a.*
Housing	111.7	111.7	*n.a.*	0	*n.a.*
Clothing	118.3	118.3	*n.a.*	0	*n.a.*
Fuel and light	100.0	100.0	*n.a.*	0	*n.a.*
Housefurnishings	124.0	124.0	*n.a.*	0	*n.a.*
Sundries	113.0	112.8	*n.a.*	+0.2	*n.a.*
Weighted Total	123.6	122.1	*n.a.*	+1.2	*n.a.*
Indianapolis					
Food	146.7	140.3	129.2	+4.6	+13.5
Housing	107.9	107.9	109.4	0	-1.4
Clothing	119.9	119.9	115.7	0	+3.6
Fuel and light	106.2	105.0	102.7	+1.1	+3.4
Housefurnishings	124.7	124.7	123.5	0	+1.0
Sundries	115.2	114.9	110.7	+0.3	+4.1
Weighted Total	123.5	121.5	116.6	+1.6	+5.9
Kansas City, Mo.					
Food	137.8	133.6	123.1	+3.1	+11.9
Housing	105.2	105.2	105.2	0	0
Clothing	121.7	121.7	116.6	0	+4.4
Fuel and light	108.2	107.9	106.4	+0.3	+1.7
Housefurnishings	120.9	120.9	120.5	0	+0.3
Sundries	114.8	114.6	106.5	+0.2	+7.8
Weighted Total	120.4	119.1	112.8	+1.1	+6.7
Lansing					
Food	164.0	159.1	138.6	+3.1	+18.3
Housing	98.0	98.0	98.0	0	0
Clothing	124.1	124.1	118.8	0	+4.5
Fuel and light	105.4	104.5	101.6	+0.9	+3.7
Housefurnishings	129.5	129.5	130.5	0	-0.8
Sundries	107.3	106.3	103.8	+0.9	+3.4
Weighted Total	124.2	122.5	115.3	+1.4	+7.7
Los Angeles					
Food	151.4	147.3	128.7	+2.8	+17.6
Housing	104.6	104.6	105.7	0	-1.0
Clothing	119.0	119.0	115.0	0	+3.5
Fuel and light	96.2	96.2	96.2	0	0
Housefurnishings	123.8	123.8	123.9	0	-0.1
Sundries	107.3	107.1	103.4	+0.2	+3.8
Weighted Total	121.5	120.2	113.3	+1.1	+7.2
Louisville					
Food	143.8	139.5	128.1	+3.1	+12.3
Housing	104.5	104.5	104.9	0	-0.4
Clothing	120.1	120.1	118.0	0	+1.8
Fuel and light	110.4	109.8	107.9	+0.5	+2.3
Housefurnishings	127.7	127.7	125.3	0	+1.9
Sundries	109.4	109.2	106.8	+0.2	+2.4
Weighted Total	122.3	120.8	116.0	+1.2	+5.4

Footnotes given on page 185

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING FEBRUARY AND MARCH, 1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
Lynn					
Food	143.4	137.2	122.9	+4.5	+16.7
Housing	104.5	104.5	103.3	0	+1.2
Clothing	123.9	123.9	119.9	0	+3.3
Fuel and light	116.1	116.0	110.9	+0.1	+4.7
Housefurnishings	125.6	125.6	124.9	0	+0.6
Sundries	111.8	111.9	107.5	–0.1	+4.0
Weighted Total	123.8	121.6	114.4	+1.8	+8.2
Macon					
Food	155.5	149.2	136.2	+4.2	+14.2
Housing	115.9	115.9	121.7	0	–4.8
Clothing	116.8	116.8	114.4	0	+2.1
Fuel and light	108.5	106.4	107.8	+2.0	+0.6
Housefurnishings	129.3	129.3	127.9	0	+1.1
Sundries	108.5	108.4	101.2	+0.1	+7.2
Weighted Total	125.6	123.6	117.8	+1.6	+6.6
Manchester, N. H.					
Food	143.6	140.7	126.5	+2.1	+13.5
Housing	102.9	102.9	103.0	0	–0.1
Clothing	119.3	119.3	114.9	0	+3.8
Fuel and light	109.7	109.7	105.5	0	+4.0
Housefurnishings	123.8	123.8	122.5	0	+1.1
Sundries	105.8	105.9	103.5	–0.1	+2.2
Weighted Total	121.9	120.9	114.2	+0.8	+6.7
Meadville, Pa.					
Food	147.4	145.1	129.0	+1.6	+14.3
Housing	110.8	110.8	110.8	0	0
Clothing	117.1	117.1	116.6	0	+0.4
Fuel and light	106.7	106.7	105.4	0	+1.2
Housefurnishings	128.7	128.7	123.2	0	+4.5
Sundries	108.8	108.6	106.3	+0.2	+2.4
Weighted Total	122.3	121.6	115.7	+0.6	+5.7
Memphis					
Food	159.0	152.0*r*	132.5*r*	+4.6	+20.0
Housing	109.4	109.4	108.1	0	+1.2
Clothing	128.0	128.0*r*	124.9*r*	0	+2.5
Fuel and light	99.9	99.9	100.1*r*	0	–0.2
Housefurnishings	127.5	127.5	127.6	0	–0.1
Sundries	108.6	108.5*r*	107.1*r*	+0.1	+1.4
Weighted Total	125.3	123.4*r*	117.1*r*	+1.5	+7.0
Milwaukee					
Food	143.2	138.6	125.4	+3.3	+14.2
Housing	103.3	103.3	103.4	0	–0.1
Clothing	128.0	128.0	117.1	0	+9.3
Fuel and light	104.8	104.2	103.9	+0.6	+0.9
Housefurnishings	125.3	125.3	124.2	0	+0.9
Sundries	114.8	114.6	109.5	+0.2	+4.8
Weighted Total	122.1	120.6	114.1	+1.2	+7.0
Minneapolis					
Food	145.5	140.8	126.8	+3.3	+14.7
Housing	103.7	103.7	103.2	0	+0.5
Clothing	124.9	124.9	120.0	0	+4.1
Fuel and light	101.5	100.1	99.9	+1.4	+1.6
Housefurnishings	122.2	122.2	121.1	0	+0.9
Sundries	115.6	115.0	110.7	+0.5	+4.4
Weighted Total	122.5	120.8	114.7	+1.4	+6.8
Muskegon					
Food	161.5	158.9*r*	141.1*r*	+1.6	+14.5
Housing	115.2	115.2	115.4	0	–0.2
Clothing	122.8	122.7	116.0	+0.1	+5.9
Fuel and light	111.7	110.7*r*	110.7*r*	+0.9	+0.9
Housefurnishings	118.8	118.8	119.4	0	–0.5
Sundries	112.1	111.9*r*	108.3	+0.2	+3.5
Weighted Total	127.9	127.0*r*	120.3*r*	+0.7	+6.3
Newark					
Food	137.8	131.9	117.0	+4.5	+17.8
Housing	101.4	101.4	101.4	0	0
Clothing	120.3	120.3	118.6	0	+1.4
Fuel and light	104.8	104.7	102.2	+0.1	+2.5
Housefurnishings	129.3	129.3	127.9	0	+1.1
Sundries	105.0	104.9	102.7	+0.1	+2.2
Weighted Total	118.0	115.9	109.7	+1.8	+7.6
New Haven					
Food	138.8	135.7	123.9	+2.3	+12.0
Housing	105.3	105.3	105.6	0	–0.3
Clothing	120.1	120.1	116.8	0	+2.8
Fuel and light	110.0	110.0	102.0	0	+7.8
Housefurnishings	124.4	124.4	123.4	0	+0.8
Sundries	108.0	108.0	105.5	0	+2.4
Weighted Total	119.3	118.3	112.7	+0.8	+5.9
New Orleans					
Food	148.8	142.1	133.6	+4.7	+11.4
Housing	110.6	110.6	108.9	0	+1.6
Clothing	119.2	119.2	116.4	0	+2.4
Fuel and light	103.2	103.2	103.2	0	0
Housefurnishings	128.3	128.3	128.3	0	0
Sundries	103.9	103.8	100.9	+0.1	+3.0
Weighted Total	124.4	121.9	117.3	+2.1	+6.1
New York					
Food	148.1	146.4	126.9	+1.2	+16.7
Housing	100.8	100.8	100.7	0	+0.1
Clothing	113.9	113.9	111.3	0	+2.3
Fuel and light	111.1	111.1	107.0	0	+3.8
Housefurnishings	127.7	127.7	126.3	0	+1.1
Sundries	106.7	106.7	103.8	0	+2.8
Weighted Total	121.9	121.3	113.1	+0.5	+7.8
Oakland					
Food	150.5	148.8	127.3	+1.1	+18.2
Housing	131.5	131.5	131.5	0	0
Clothing	123.5	123.5	117.2	0	+5.4
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.3	119.3	115.5	0	+3.3
Sundries	104.0	103.8	100.9	+0.2	+3.1
Weighted Total	125.6	125.0	116.3	+0.5	+8.0
Omaha					
Food	148.3	145.3	128.5	+2.1	+15.4
Housing	100.6	100.6	100.2	0	+0.4
Clothing	120.8	120.8	116.8	0	+3.4
Fuel and light	104.6	104.7	102.6	–0.1	+1.9
Housefurnishings	130.7	130.7	129.0	0	+1.3
Sundries	114.4	114.2	110.3	+0.2	+3.7
Weighted Total	122.3	121.4	114.6	+0.7	+6.7

Footnotes given on page 185

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING FEBRUARY AND MARCH, 1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
Parkersburg, W. Va.					
Food	147.6	142.5	132.1	+3.6	+11.7
Housing	104.2	104.2	104.2	0	0
Clothing	123.9	123.9	121.7	0	+1.8
Fuel and light	94.6	94.6	94.6	0	0
Housefurnishings	124.6	124.6	123.7	0	+0.7
Sundries	111.5	111.2	108.0	+0.3	+3.2
Weighted Total	124.4	122.6	117.6	+1.5	+5.8
Philadelphia					
Food	147.5	143.6	129.3	+2.7	+14.1
Housing	102.9	102.9	103.0	0	-0.1
Clothing	122.4	122.4	121.2	0	+1.0
Fuel and light	107.0	107.0	103.0	0	+3.9
Housefurnishings	121.1	121.0	118.8	+0.1	+1.9
Sundries	112.1	112.0	108.3	+0.1	+3.5
Weighted Total	124.4	123.0	116.4	+1.1	+6.9
Pittsburgh					
Food	146.5	141.0	126.8	+3.9	+15.5
Housing	105.7	105.7	105.5	0	+0.2
Clothing	124.6	124.6	121.4	0	+2.6
Fuel and light	110.0	110.0	108.8	0	+1.1
Housefurnishings	117.2	117.2	117.2	0	0
Sundries	113.0	112.9	109.1	+0.1	+3.6
Weighted Total	123.8	122.0	115.9	+1.5	+6.8
Portland, Ore.					
Food	148.0	147.5	132.0	+0.3	+12.1
Housing	110.0	110.0	110.4	0	-0.4
Clothing	127.4	127.4	121.6	0	+4.8
Fuel and light	124.3	124.3	107.0	0	+16.2
Housefurnishings	119.0	119.0	114.2	0	+4.2
Sundries	113.2	113.2	105.7	0	+7.1
Weighted Total	125.6	125.5	116.4	+0.1	+7.9
Providence					
Food	140.7	137.3	121.8	+2.5	+15.5
Housing	103.3	103.3	103.3	0	0
Clothing	117.7	117.7	113.4	0	+3.8
Fuel and light	114.0	114.0	105.3	0	+8.3
Housefurnishings	125.3	125.3	124.9	0	+0.3
Sundries	113.1	113.1	108.1	0	+4.6
Weighted Total	121.0	119.9	112.3	+0.9	+7.7
Richmond					
Food	146.6	143.7	128.5	+2.0	+14.1
Housing	102.7	102.7	102.8	0	-0.1
Clothing	118.6	118.6	117.0	0	+1.4
Fuel and light	105.2	103.9	103.9	+1.3	+1.3
Housefurnishings	120.5	120.5	119.8	0	+0.6
Sundries	104.3	104.2	102.4	+0.1	+1.9
Weighted Total	118.7	117.7	112.5	+0.8	+5.5
Roanoke, Va.					
Food	149.7	147.2	131.2	+1.7	+14.1
Housing	119.2	119.2	122.7	0	-2.9
Clothing	113.9	113.9	112.1	0	+1.6
Fuel and light	104.1	102.5	98.9	+1.6	+5.3
Housefurnishings	121.9	121.9	122.0	0	-0.1
Sundries	111.2	111.1	108.7	+0.1	+2.3
Weighted Total	124.2	123.3	118.0	+0.7	+5.3
Rochester					
Food	149.3	143.8*r*	125.9*r*	+3.8	+18.6
Housing	103.9	103.9	103.8	0	+0.1
Clothing	127.8	127.8	123.9	0	+3.1
Fuel and light	112.2	112.2*r*	111.3*r*	0	+0.8
Housefurnishings	136.1	136.1	134.7	0	+1.0
Sundries	121.2	121.1*r*	114.0*r*	+0.1	+6.3
Weighted Total	126.2	124.6*r*	116.9*r*	+1.3	+8.0
Rockford, Ill.					
Food	149.4	144.4	123.0	+3.5	+21.5
Housing	138.0	138.0	137.4	0	+0.4
Clothing	120.7	120.7	118.9	0	+1.5
Fuel and light	112.0	112.0	110.0	0	+1.8
Housefurnishings	131.3	131.3	125.2	0	+4.9
Sundries	115.1	114.9	110.6	+0.2	+4.1
Weighted Total	130.9	129.3	120.9	+1.2	+8.3
Sacramento					
Food	148.5	144.9	124.0	+2.5	+19.8
Housing	104.1	104.1	106.2	0	-2.0
Clothing	122.4	122.4	119.5	0	+2.4
Fuel and light	84.7	84.7	84.7	0	0
Housefurnishings	131.9	131.9	125.7	0	+4.9
Sundries	111.9	111.7	107.5	+0.2	+4.1
Weighted Total	122.2	121.1	113.2	+0.9	+8.0
St. Louis					
Food	147.2	142.9	127.8	+3.0	+15.2
Housing	106.0	106.0	106.4	0	-0.4
Clothing	122.9	122.9	117.7	0	+4.4
Fuel and light	110.0	109.8	108.3	+0.2	+1.6
Housefurnishings	118.0	118.0	117.3	0	+0.6
Sundries	109.5	109.3	106.3	+0.2	+3.0
Weighted Total	123.0	121.6	115.2	+1.2	+6.8
St. Paul					
Food	142.7	139.2	124.1	+2.5	+15.0
Housing	100.9	100.9	100.7	0	+0.2
Clothing	120.0	120.0	116.0	0	+3.4
Fuel and light	102.3	101.3	100.5	+1.0	+1.8
Housefurnishings	125.6	125.6	123.3	0	+1.9
Sundries	115.0	114.4	110.1	+0.5	+4.5
Weighted Total	120.7	119.4	113.0	+1.1	+6.8
San Francisco					
Food	163.9	160.7	131.5	+2.0	+24.6
Housing	98.3	98.3	97.6	0	+0.7
Clothing	120.7	120.7	114.9	0	+5.0
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.4	119.4	118.0	0	+1.2
Sundries	104.9	104.7	100.8	+0.2	+4.1
Weighted Total	124.3	123.2	111.8	+0.9	+11.2
Seattle					
Food	156.2	152.0	132.8	+2.8	+17.6
Housing	114.3	114.3	113.5	0	+0.7
Clothing	118.7	118.7	113.6	0	+4.5
Fuel and light	110.1	110.1	109.2	0	+0.8
Housefurnishings	119.8	119.8	120.0	0	-0.2
Sundries	108.8	108.7	105.6	+0.1	+3.0
Weighted Total	126.2	124.9	117.1	+1.0	+7.8

Footnotes given on page 185

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING FEBRUARY AND MARCH, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1943	Feb. 1943	Mar. 1942	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
Spokane					
Food	145.7	140.9*r*	123.3*r*	+3.4	+18.2
Housing	102.0	102.0	101.7	0	+0.3
Clothing	121.6	121.6	115.0	0	+5.7
Fuel and light	131.6	131.6*r*	130.6*r*	0	+0.8
Housefurnishings	132.3	132.3	128.8	0	+2.7
Sundries	111.3	111.2*r*	107.2*r*	+0.1	+3.8
Weighted Total	124.5	123.0*r*	115.4*r*	+1.2	+7.9
Syracuse					
Food	149.1	145.4*r*	130.4*r*	+2.5	+14.3
Housing	116.2	116.2	112.1	0	+3.7
Clothing	126.3	126.3	122.5	0	+3.1
Fuel and light	109.1	109.1	104 9	0	+4.0
Housefurnishings	127.4	127.4*r*	123.3*r*	0	+3.3
Sundries	113.4	113.2*r*	107.0*r*	+0.2	+6.0
Weighted Total	125.8	124.7*r*	116.9*r*	+0.9	+7.6
Toledo					
Food	144.5	141.4*r*	125.8	+2.2	+14.9
Housing	109.3	109.1	104.4	+0.2	+4.7
Clothing	122.8	122.8	119.1	0	+3.1
Fuel and light	106.5	106.1	104.6	+0.4	+1.8
Housefurnishings	121.9	121.9	118.8	0	+2.6
Sundries	113.2	113 0	109.6	+0.2	+3.3
Weighted Total	123.0	121.9*r*	114.7	+0.9	+7.2
Wausau, Wis.					
Food	153.1	145.9	129.0	+4.9	+18.7
Housing	102.7	102.7	102.7	0	0
Clothing	125.0	125.0	117.2	0	+6.7
Fuel and light	101.4	101.4	102.1	0	–0.7
Housefurnishings	123.6	123.6	123.4	0	+0.2
Sundries	104.2	104.0	103.9	+0.2	+0.3
Weighted Total	123.8	121.3	114.7	+2.1	+7.9
Wilmington, Del.					
Food	146.6	142.9	128.8	+2.6	+13.8
Housing	104.0	104.0	104.0	0	0
Clothing	124.9	124.9	121.8	0	+2.5
Fuel and light	103.5	103.4	99.6	+0.1	+3.9
Housefurnishings	115.4	115.4	114.7	0	+0.6
Sundries	110.9	110.8	107.8	+0.1	+2.9
Weighted Total	123.8	122.5	116.2	+1.1	+6.5
Youngstown					
Food	154.7	150.5*r*	130.1*r*	+2.8	+18.9
Housing	105.3	105.3	107.5	0	–2.0
Clothing	125.6	125.6	121.4	0	+3.5
Fuel and light	106.7	106.6*r*	105.4*r*	+0.1	+1.2
Housefurnishings	131.8	131.8	126.4	0	+4.3
Sundries	109.1	109.0*r*	106.9*r*	+0.1	+2.1
Weighted Total	125.2	123.9*r*	116.7*r*	+1.0	+7.3

*r*Revised *n.a.*Not available *p*Preliminary

"Fuel and light" is based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas or 2,000 cubic feet of manufactured gas, and coal or other fuel for heating.

COST OF LIVING IN 8 CITIES, FEBRUARY AND MARCH, 1943

City	Feb. 1943 to Mar. 1943	Mar. 1942 to Mar. 1943
	Percentage Changes	
Anderson, Ind.		
Food	+3.6	+19.0
Housing	0	0
Clothing	0	+2.9
Fuel and light	+2.3	+3.9
Housefurnishings	0	+2.6
Sundries	+0.2	+2.9
Weighted Total	+1.4	+7.5
Evansville, Ind.		
Food	+3.2	+17.3
Housing	0	–0.7
Clothing	0	+2.6
Fuel and light	0	+3.0
Housefurnishings	0	+3.7
Sundries	+0.2	+3.6
Weighted Total	+1.0	+6.4
Flint, Mich.		
Food	+1.6	+19.3
Housing	0	0
Clothing	0	+6.1
Fuel and light	+0.6	+5.6
Housefurnishings	0	+2.6
Sundries	+0.2	+2.7
Weighted Total	+0.7	+8.4
Green Bay, Wis.		
Food	+4.8	+12.3
Housing	0	–0.1
Clothing	0	+4.5
Fuel and light	0	+0.5
Housefurnishings	0	+0.6
Sundries	+0.2	+4.8
Weighted Total	+1.5	+5.8
Joliet, Ill.[1]		
Food	+3.5	+18.9
Housing	0	–3.6
Clothing	0	+2.7
Fuel and light	0	+1.2
Housefurnishings	0	+2.3
Sundries	+0.2	+5.8
Weighted Total	+1.3	+7.8
Lewistown, Pa.		
Food	+1.7	+14.5
Housing	0	+3.7
Clothing	0	+3.2
Fuel and light	0	+3.2
Housefurnishings	0	+3.5
Sundries	+0.1	+5.0
Weighted Total	+0.7	+8.2
Saginaw, Mich.		
Food	+3.8	+19.3
Housing	0	+1.3
Clothing	0	+3.2
Fuel and light	+2.2	+3.2
Housefurnishings	0	–0.1
Sundries	+0.2	+2.2
Weighted Total	+1.5	+7.7
Trenton, N. J.		
Food	+3.8	+15.0
Housing	0	+1.0
Clothing	0	+6.3
Fuel and light	0	+3.8
Housefurnishings	0	+3.2
Sundries	+0.2	+3.7
Weighted Total	+1.5	+7.7

[1] Includes Lockport and Rockdale

Revised Indexes of the Cost of Living—Eight Cities

THIS ARTICLE is the fourth in a series on the results of a revision of THE CONFERENCE BOARD'S indexes of living costs in seventy cities and in the United States. The eight revisions now presented raise the total number of cities for which the new series have been published to forty-two. Discussions accompanying these series so far have explained the general purposes of the revision and have given an outline of the steps taken in revising the food, and fuel and light components. This article is devoted to the "sundries" component.

SUNDRIES

The sundry group in the Board's indexes of living costs contains all those items for which separate group indexes are not published. Taken together they constitute a major proportion of family expenditures, amounting to roughly 30%. Separate indexes for each major item or group of items within the index of sundries are computed and are weighted together, according to their importance, into the overall indexes for sundries.

One of the most important changes made in the entire revision of the cost of living indexes took place in the sundry component, for which changes were made in the weights and in the items included.

In most of the old indexes of sundries seven major groups of items were included: drugs and toilet articles, transportation, medical care, reading materials, motion picture theater admissions, organization dues, and smoking materials. The items in these groups were:

Drugs

Aspirin
Quinine (2 kinds)
Bicarbonate of soda
Castor oil
Castoria
Mineral oil (2 kinds)
Milk of magnesia
Antiseptic
Liniment
Cold remedy ointment
Iodine
Witch hazel

Toilet Articles

Cleansing cream
Cold cream
Face powder
Rouge
Talcum powder
Shaving cream (2 kinds)
Razor blades—double edge
Razor blades—single edge
Soap (2 kinds)
Tooth paste
Tooth powder
Mouth wash
Sanitary napkins

Smoking Materials

Cigars (2 kinds)
Pipe tobacco (3 kinds)
Cigarettes (1 kind)

Miscellaneous Sundry Items

- Transportation
  - Carfare
  - Busfare
- Motion Picture Theaters
  - Orchestra seat
  - Balcony seat
- Reading Material
  - Magazines (50)
  - Newspapers
- Medical and Dental Care
  - Physician—office visit
  - Physician—home day call
  - Dentist—small filling
  - Dentist—extraction
  - Dentist—cleaning
- Organization Dues
  - 5 fraternal societies

To obtain the overall index, these items were weighted together according to their relative importance. Weights were those originally used in the Board's index of changes in the cost of living in the United States and were the same for all cities studied.

In the revised indexes of sundries, new weights were developed which are based upon conditions considered to be representative for each city. The information was obtained from budget studies of the actual expenditures of families of wage earners and lower-salaried clerical workers in individual cities. Budget studies were not available, however, for all seventy cities covered by the Board's indexes and where such information was not available weights used for other cities were substituted. In making the substitution, factors most likely to influence the spending pattern for the sundries in the city in question were studied and an endeavor made to substitute the pattern of a city where a generally similar set of factors seemed to be influential in determining the expenditure pattern.

This revision in the weighting factors of sundries included not only a revision in the weights for each group of items but also a revision in the weights assigned to the individual items falling within the major groups.

New Items

The second change made in revising the "sundries" components involved the addition of new items in most of the cities. Although these items were included in "sundries" in the indexes for cities for which indexes have only recently been compiled, they had not been included in the indexes for the cities first surveyed.

By far the most important single addition was the inclusion of automobile purchase and upkeep in the transportation group of the index. The next important addition was the personal care group, and the third important change was the addition of a group including cleaning materials and household supplies. The items in these three groups include:

Cleaning Materials and Household Supplies

Yellow laundry soap
White laundry soap
Soap flakes
Granulated soap
Scouring powder
Starch
Toilet paper
Matches

Transportation

- Automobile
  - New cars
  - Tires and tubes
  - Gasoline
  - Oil
  - Licenses
  - Registration fees
  - Special taxes

Personal Care

Man's haircut
Woman's haircut
Child's haircut

(*Continued on page* 191)

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1943

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

Date	Chattanooga, Tenn.							Duluth, Minn.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*29.8*	*15.1*	*9.5*	*5.4*	*5.2*	*35.0*	*100.0*	*31.7*	*12.5*	*9.0*	*11.8*	*5.3*	*29.7*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.2	99.0	99.7	99.2	100.2	99.1	99.1	100.0	100.2	100.0	99.6	100.0	99.1	100.0
March	99.1	98.7	99.7	98.9	100.2	98.6	99.1	99.8	99.8	99.4	99.6	100.0	99.1	100.0
April	99.0	98.1	99.7	99.0	100.2	100.3	99.1	100.0	99.6	99.4	99.6	100.0	99.0	100.9
May	98.8	97.7	99.8	99.0	100.2	100.3	99.0	100.3	100.6	99.4	99.6	100.0	98.8	100.9
June	98.4	96.4	99.8	99.0	100.2	100.6	98.8	99.7	99.8	99.4	99.6	97.8	98.0	100.9
July	98.5	97.0	99.8	99.0	98.3	100.3	98.8	99.3	99.0	99.4	99.2	97.8	97.0	100.7
August	98.4	96.8	99.8	99.2	98.3	100.1	98.8	99.2	98.2	99.4	99.3	98.6	97.3	100.6
September	99.3	102.2	100.1	99.2	83.5	99.5	98.9	100.5	102.4	99.6	99.2	98.9	97.4	100.5
October	99.8	102.5	100.1	99.9	85.7	99.5	99.7	101.1	102.4	99.6	99.4	99.8	98.3	101.9
November	99.2	100.0	100.1	100.6	87.1	100.8	99.5	100.9	102.7	99.6	99.4	99.8	99.5	100.7
December	98.8	98.8	100.2	100.6	87.2	100.8	99.2	100.2	100.4	100.0	99.5	99.8	99.5	100.7
Annual Average	*99.0*	*98.9*	*99.9*	*99.5*	*95.1*	*100.0*	*99.2*	*100.1*	*100.4*	*99.6*	*99.5*	*99.4*	*98.6*	*100.7*
1940 January	98.9	99.3	100.2	100.6	87.2	100.8	99.1	100.0	99.7	100.0	99.5	99.8	99.6	100.7
February	99.4	100.7	100.2	100.1	88.2	101.4	99.1	100.3	101.1	100.0	99.4	99.8	100.4	100.2
March	98.5	97.6	100.2	100.2	88.2	101.3	99.1	99.5	98.0	100.0	99.5	99.8	101.8	100.2
April	97.4	96.2	100.2	100.1	82.3	101.3	98.4	99.3	97.4	100.0	99.3	99.8	101.8	100.2
May	97.7	97.3	100.2	99.6	82.3	100.9	98.4	99.3	98.4	100.0	98.9	97.7	101.8	100.2
June	97.5	96.9	100.2	99.3	82.3	100.7	98.4	99.8	100.1	100.0	98.6	97.8	101.5	100.2
July	98.0	97.3	100.2	99.3	82.3	100.4	99.3	99.3	98.3	100.0	98.5	97.9	101.0	100.5
August	98.0	97.7	100.2	99.3	82.3	99.5	99.3	98.9	97.0	100.0	98.5	98.3	100.2	100.5
September	98.4	98.4	100.2	99.3	84.3	99.6	99.4	99.4	98.2	100.0	99.0	98.6	100.6	100.8
October	98.7	98.2	100.2	99.2	86.3	99.6	100.0	99.7	98.4	100.0	99.2	98.8	100.6	101.5
November	98.1	97.1	100.2	99.2	86.3	99.6	99.2	100.0	99.2	100.0	99.4	98.8	100.8	101.5
December	99.1	99.7	100.2	99.2	86.3	99.6	99.9	100.2	99.8	100.0	99.3	98.8	100.8	101.3
Annual Average	*98.3*	*98.0*	*100.2*	*99.6*	*84.9*	*100.4*	*99.1*	*99.6*	*98.8*	*100.0*	*99.1*	*98.8*	*100.9*	*100.7*
1941 January	99.4	100.6	100.2	99.2	86.3	100.1	99.9	100.5	100.5	100.0	99.1	99.6	101.4	101.4
February	99.5	101.2	100.2	99.2	86.3	99.9	99.9	100.3	99.7	100.0	99.1	99.6	101.4	101.5
March	98 5	98.9	100.2	99.3	86.3	101.8	98.5	100.6	100.3	100.1	99.2	99.6	102.3	101.5
April	99.4	102.6	100.2	99.4	86.3	101.8	98.1	102.3	105.7	100.1	99.3	99.6	102.3	101.5
May	100.5	104.2	100.2	99.6	86.3	102.0	99.7	103.3	107.5	100.1	99.7	97.9	104.2	103.2
June	102.4	110.1	100.5	99.6	86.3	102.6	99.9	104.7	111.7	100.1	99.7	98.1	105.9	103.2
July	104.1	114.5	100.8	99.7	87.0	102.7	100.7	104.9	111.4	100.1	100.2	99.5	105.9	103.5
August	104.4	114.6	101.0	100.8	88.4	103.0	100.8	106.1	114.4	100.1	100.6	100.2	106.0	103.7
September	105.9	117.0	101.9	103.2	85.5	110.5	101.3	107.6	116.6	100.1	103.1	101.3	112.0	104.2
October	108.3	119.5	103.2	105.3	87.4	114.9	104.0	109.2	117.6	100.1	106.0	101.7	117.1	106.6
November	108.8	122.3	103.2	106.8	87.4	115.6	102.5	110.3	119.9	100.1	108.5	101.3	119.6	106.9
December	109.4	123.7	103.4	107.0	87.4	118.2	102.6	110.9	120.8	100.1	109.7	101.3	123.2	106.9
Annual Average	*103.4*	*110.8*	*101.3*	*101.6*	*86.7*	*106.1*	*100.7*	*105.1*	*110.5*	*100.1*	*102.0*	*100.0*	*108.4*	*103.7*
1942 January	110.3	126.5	103.4	109.9	87.4	118.5	102.0	112.0	122.5	100.1	114.8	99.9	123.5	107.8
February	111.4	126.2	103 4	113 9	87.4	118.8	104 1	112.5	122.4	100.1	116.7	99.9	124.4	108.8
March	112.8	128.6	103.4	114.3	87.4	120.3	105.8	113.4	123.6	100.0	120.1	99.9	126.5	109.0
April	113.7	130.0	103.5	117.4	86.8	122.1	106.1	114.9	126.3	100.5	124.3	99.9	129.5	109.1
May	114.5	131.8	103.7	118.1	86.8	121.7	106.6	115.5	128.9	100.5	123.7	98.3	128.4	109.6
June	114.5	131.6	103.7	117.8	87.4	121.5	106.8	116.1	130.4	100.5	124.0	98.7	128.3	109.8
July	115.2	133.8	103.7	118.0	87.4	121.5	107.0	115.7	128.8	100.5	123.9	98.7	129.1	110.0
August	116.5	137.7	103.7	118.0	87.4	121.5	107.2	116.5	131.4	100.5	123.2	98.9	129.1	110.2
September	116.6	137.9	103.7	118.2	87.4	121.5	107.3	117.0	132.7	100.5	123.6	98.9	129.1	110.4
October	117.4	140.1	103.7	118.2	87.4	121.5	107.8	117.9	134.5	100.6	124.2	99.8	129.1	110.6
November	118.1	141.5	103.7	118.3	87.4	121.5	108.5	118.5	135.8	100.1	124.2	99.8	129.6	111.4
December	119.0	144.3	103.7	118.3	87.4	121.5	108.7	119.4	138.4	100.1	124.6	100.0	129.7	111.6
Annual Average	*115.0*	*134.2*	*103.6*	*116.7*	*87.3*	*121.0*	*106.5*	*115.8*	*129.6*	*100.3*	*122.3*	*99.4*	*128.0*	*109.9*
1943 January	119.5	145.6	103.7	118.4	88.7	121.5	108.7	119.7	138.9	100.1	124.6	100.0	129.7	111.9

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Memphis, Tenn.							Muskegon, Mich.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*27.4*	*15.8*	*10.8*	*7.1*	*7.0*	*31.9*	*100.0*	*27.6*	*16.7*	*11.5*	*9.2*	*5.8*	*29.2*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	100.1	100.2	100.0	100.0	100.0	100.0	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	99.8	99.1	100.2	100.0	100.0	100.0	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	99.7	98.9	100.2	99.7	100.0	100.0	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	98.9	96.2	100.2	99.7	100.0	99.6	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	99.3	97.4	100.4	99.8	100.0	99.4	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	99.5	98.0	100.0	99.9	100.0	99.6	100.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	99.0	96.5	99.8	100.0	100.0	99.6	100.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	101.3	104.9	99.8	100.8	100.0	99.6	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	101.1	103.0	99.8	100.8	100.0	99.7	100.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	100.9	102.4	99.6	100.8	100.0	100.7	100.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	100.1	99.8	100.2	100.4	100.0	100.7	100.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*100.0*	*99.7*	*100.0*	*100.2*	*100.0*	*99.9*	*100.1*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1940 January	100.1	101.0	99.6	100.4	97.0	100.7	100.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
February	100.6	102.2	100.1	100.4	97.0	101.5	100.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	99.8	99.2	100.1	100.5	97.0	101.4	100.1	102.8	106.6	103.7	101.1	99.2	102.1	100.5
April	99.7	99.4	101.1	99.9	97.0	101.5	99.3	102.2	104.9	103.7	100.2	99.2	102.0	100.5
May	100.2	101.0	101.8	99.9	97.0	100.9	99.3	102.1	105.0	103.7	99.1	99.2	102.0	100.5
June	99.9	99.7	102.3	99.7	97.0	100.8	99.3	103.2	110.0	103.7	98.7	97.8	101.6	100.4
July	100.1	98.8	102.9	99.7	97.0	100.4	100.6	103.3	109.6	104.6	97.4	97.8	102.1	100.8
August	100.4	100.3	102.9	99.4	97.0	99.7	100.6	102.6	107.5	104.6	97.2	97.6	102.1	100.7
September	100.4	100.0	102.9	99.3	97.0	99.7	100.7	102.9	108.3	104.6	97.4	97.8	102.1	100.9
October	100.6	100.3	103.1	98.9	97.0	99.6	101.3	104.1	110.7	106.4	97.4	97.8	102.4	101.6
November	100.0	98.9	103.1	98.9	97.0	99.7	100.5	104.9	112.0	106.4	97.3	101.6	102.5	101.7
December	101.3	102.8	103.1	98.9	97.0	99.7	101.2	105.2	113.3	106.4	97.1	101.5	102.5	101.6
Annual Average	*100.3*	*100.3*	*101.9*	*99.7*	*97.0*	*100.5*	*100.3*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1941 January	101.0	101.3	103.1	99.5	97.0	100.3	101.2	104.9	112.1	106.4	97.2	101.5	102.9	101.6
February	100.9	100.9	103.1	100.1	97.0	100.0	101.2	104.7	111.9	106.4	97.2	101.5	101.7	101.6
March	101.3	103.0	103.1	100.7	97.2	102.9	99.8	105.7	114.8	106.4	97.4	101.5	102.9	101.7
April	102.4	107.2	103.1	101.4	97.2	102.9	99.4	106.0	115.5	106.4	97.5	101.5	103.0	102.2
May	104.0	109.7	104.0	102.5	97.2	104.3	100.9	109.1	120.3	116.2	98.1	101.5	103.5	102.4
June	105.6	114.5	104.0	103.0	97.2	104.8	101.6	110.2	123.2	116.2	98.1	103.7	104.4	102.5
July	106.4	116.5	104.0	103.9	97.9	105.1	102.0	111.5	127.0	116.2	98.2	105.2	104.7	102.7
August	107.5	119.5	104.0	105.8	97.9	105.1	102.1	111.5	125.7	116.2	99.8	106.6	105.2	102.9
September	109.4	122.7	105.4	109.1	97.9	109.9	102.6	113.4	129.4	116.2	101.7	109.7	108.3	103.6
October	110.8	123.2	105.7	111.0	100.1	112.6	104.8	115.4	131.7	116.2	103.9	109.7	111.5	106.5
November	111.8	125.4	106.5	113.1	100.1	120.1	103.2	116.1	133.3	116.2	105.4	109.7	112.9	106.7
December	112.4	125.7	107.4	115.4	100.1	121.4	103.3	116.7	134.8	116.2	106.2	109.7	114.0	106.8
Annual Average	*106.1*	*114.1*	*104.5*	*105.5*	*98.1*	*107.5*	*101.8*	*110.4*	*123.3*	*112.9*	*100.1*	*105.2*	*106.3*	*103.4*
1942 January	114.5	130.1	107.4	120.3	100.1	126.3	103.3	117.9	137.3	115.4	111.1	110.2	115.0	106.8
February	115.7	130.6	108.0	122.5	100.1	127.2	105.5	118.3	136.3	115.4	113.3	110.2	115.2	108.0
March	117.1	132.5	108.1	124.9	100.1	127.6	107.1	120.3	141.1	115.4	116.0	110.7	119.4	108.3
April	118.4	135.2	109.2	128.1	100.1	128.0	107.3	121.9	144.3	115.4	120.1	110.7	120.4	109.1
May	118.8	135.9	109.2	128.3	100.1	127.8	107.9	121.4	142.3	115.4	120.2	110.7	118.7	109.5
June	117.5	135.5	109.2	128.0	100.1	127.4	104.2	121.9	143.9	115.2	120.4	110.7	118.7	109.7
July	119.4	139.2	109.4	128.1	100.1	127.4	106.9	122.1	144.6	115.2	120.3	110.7	118.7	109.8
August	120.1	141.8	109.4	128.0	100.1	127.5	107.0	121.8	142.9	115.2	120.4	110.7	118.7	110.2
September	120.0	141.3	109.4	128.0	99.8	127.5	107.2	122.0	142.5	115.2	122.5	110.7	118.8	110.4
October	120.9	144.2	109.4	127.9	99.9	127.5	107.4	123.5	147.5	115.2	122.6	110.7	118.8	110.7
November	121.1	144.3	109.4	128.0	99.9	127.5	108.0	124.0	148.9	115.2	122.7	110.7	118.8	111.3
December	122.5	149.1	109.4	128.1	99.9	127.5	108.1	125.2	153.0	115.2	122.7	110.7	118.8	111.5
Annual Average	*118.8*	*138.3*	*109.0*	*126.7*	*100.0*	*119.1*	*106.7*	*121.7*	*143.7*	*115.3*	*119.4*	*110.6*	*118.3*	*109.6*
1943 January	122.7	149.6	109.4	128.0	99.9	127.5	108.3	126.1	156.2	115.2	122.7	110.7	118.8	111.7

*n.a.*Not available

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

	Rochester, N. Y.							Spokane, Wash.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*29.5*	*22.0*	*9.9*	*8.3*	*4.3*	*26.0*	*100.0*	*31.4*	*14.4*	*8.4*	*10.8*	*3.4*	*31.6*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.7	99.5	99.7	99.8	100.0	99.8	100.0	99.9	99.9	100.0	99.8	100.0	99.7	100.0
March	99.9	98.4	99.7	99.6	100.0	101.0	101.7	99.9	99.8	100.0	99.7	100.0	100.2	100.0
April	98.9	97.5	99.7	99.5	100.0	100.5	98.8	99.3	97.9	100.0	99.7	100.0	100.2	100.0
May	98.9	98.2	99.5	99.3	99.2	100.2	98.8	99.8	99.5	100.0	99.2	100.0	102.1	99.9
June	98.8	97.8	99.5	99.2	99.2	100.2	98.8	99.6	99.0	100.0	99.2	99.8	102.1	99.9
July	98.9	98.0	99.5	99.4	99.0	100.0	99.0	99.2	98.0	100.0	99.2	99.8	102.1	99.5
August	99.4	96.5	99.5	99.7	99.0	99.1	102.5	99.1	97.5	100.0	99.2	99.8	102.1	99.6
September	101.3	102.6	99.8	100.1	99.0	99.3	102.8	101.5	105.3	100.0	99.2	98.9	102.1	99.8
October	101.4	101.9	99.6	101.2	99.7	101.1	103.2	101.0	103.1	100.0	99.8	99.3	102.1	100.1
November	101.7	100.8	99.4	101.4	103.8	101.7	104.2	101.1	103.5	99.9	100.0	99.7	102.1	99.9
December	101.6	100.4	99.3	101.4	103.8	101.7	104.2	99.8	99.7	99.6	100.0	99.7	102.1	99.8
Annual Average	*100.0*	*99.3*	*99.6*	*100.1*	*100.2*	*100.4*	*101.2*	*100.0*	*100.3*	*100.0*	*99.6*	*99.8*	*101.4*	*99.9*
1940 January	102.0	100.9	99.8	102.3	104.3	102.4	104.1	100.5	101.5	99.6	100.1	99.7	102.6	100.1
February	102.8	102.5	100.0	102.1	107.0	104.2	104.0	100.9	103.1	99.6	98.9	99.7	103.0	100.1
March	102.5	101.7	100.1	102.1	107.0	104.2	104.1	100.6	101.9	99.6	99.1	99.7	103.2	100.1
April	103.0	103.2	100.4	101.9	107.0	104.1	104.1	100.6	102.1	99.6	98.9	99.7	103.3	100.1
May	103.5	104.9	100.4	102.0	106.1	103.8	104.1	100.9	103.0	99.6	98.6	99.7	102.9	100.1
June	103.7	106.3	100.7	101.7	106.1	104.9	103.0	100.5	102.9	99.6	98.4	99.7	102.7	99.3
July	103.4	104.7	100.8	101.9	106.0	104.4	103.6	101.3	103.9	99.6	98.5	99.7	103.1	100.7
August	103.0	103.3	100.9	101.8	106.0	104.1	103.6	101.0	102.9	99.6	98.6	99.7	102.1	100.7
September	102.5	104.1	101.3	101.8	106.3	104.5	100.4	100.8	102.0	99.6	98.7	99.7	102.5	100.8
October	102.7	102.0	101.3	101.2	104.5	104.1	104.3	100.8	101.2	99.6	98.5	100.9	103.0	101.3
November	103.2	102.8	101.6	101.3	106.7	104.3	104.2	100.8	101.0	99.6	98.6	100.9	103.1	101.3
December	103.7	104.7	101.5	101.1	107.1	104.3	104.2	101.3	100.3	99.6	98.6	108.2	103.1	101.2
Annual Average	*103.0*	*103.4*	*100.7*	*101.8*	*106.2*	*104.1*	*103.6*	*100.8*	*102.2*	*99.6*	*98.8*	*100.6*	*102.9*	*100.5*
1941 January	103.7	104.5	101.5	101.3	107.1	105.2	104.3	101.6	101.3	99.6	97.9	108.2	103.2	101.2
February	103.8	104.4	101.5	101.2	107.1	105.1	104.9	100.7	100.0	99.6	97.9	104.4	103.0	101.3
March	104.0	104.7	101.5	101.4	107.1	106.6	104.9	101.1	100.9	99.6	98.1	104.4	103.4	101.2
April	105.1	107.8	101.5	101.6	107.1	106.7	105.3	101.9	103.7	99.6	98.3	104.4	103.5	101.2
May	106.1	110.5	101.5	101.8	106.9	107.4	106.3	103.4	108.0	99.6	98.4	104.4	103.7	101.7
June	107.5	113.4	102.4	101.8	106.9	108.5	107.2	104.2	109.8	99.6	98.5	104.4	104.6	102.3
July	108.7	116.9	102.4	102.1	108.9	108.6	107.2	104.6	110.9	99.6	98.9	104.4	104.6	102.4
August	109.1	117.5	102.7	102.7	109.8	108.8	107.3	106.2	113.2	99.6	99.1	111.7	105.2	102.5
September	110.6	118.2	103.0	107.9	109.8	118.9	108.2	109.4	117.2	99.6	104.1	122.6	111.3	102.9
October	112.2	118.7	193.7	110.2	111.5	125.0	110.7	111.1	117.4	99.9	107.4	126.4	115.5	105.2
November	112.9	119.9	103.7	112.3	111.5	125.6	111.2	112.0	118.7	99.9	109.2	126.4	122.6	105.5
December	113.2	120.3	103.8	113.1	112.0	127.4	111.2	111.9	118.0	99.9	109.9	126.4	124.7	105.5
Annual Average	*108.1*	*113.1*	*102.4*	*104.8*	*108.8*	*112.8*	*107.4*	*105.7*	*109.9*	*99.7*	*101.5*	*112.3*	*108.8*	*102.7*
1942 January	114.8	123.4	103.8	116.3	111.3	131.7	112.0	114.3	122.3	99.9	114.1	130.6	125.0	106.3
February	115.5	123.2	103.8	119.4	111.3	131.8	113.8	114.4	121.5	100.3	114.3	130.6	126.2	107.0
March	116.9	125.9	103.8	123.9	111.3	134.7	114.0	115.4	123.3	101.7	115.0	130.6	128.8	107.2
April	118.1	127.9	103.9	128.1	110.5	135.7	114.8	116.4	124.4	102.2	119.9	130.6	132.3	107.5
May	119.4	130.1	103.9	128.5	111.2	135.4	117.0	117.0	125.5	102.2	121.8	130.4	131.2	108.0
June	120.2	133.2	103.9	126.7	111.2	135.1	117.2	117.7	127.3	102.2	121.4	130.7	132.3	108.1
July	120.9	133.0	103.9	127.0	111.2	135.1	120.2	117.5	126.3	102.2	121.4	130.7	132.3	108.5
August	121.2	133.6	103.9	127.2	111.2	135.2	120.3	119.0	130.9	102.2	121.5	130.7	132.3	108.6
September	120.8	134.2	103.9	127.6	111.2	135.2	117.8	119.6	132.8	102.2	121.5	130.7	132.3	108.7
October	121.7	135.7	103.9	127.7	111.2	135.8	119.7	120.4	133.5	102.2	121.5	130.7	132.3	110.5
November	122.6	137.6	103.9	127.9	111.2	135.9	120.6	121.4	136.5	102.0	121.5	130.7	132.3	110.8
December	123.3	140.0	103.9	128.1	111.2	136.1	120.8	122.6	140.3	102.0	121.6	130.7	132.3	110.9
Annual Average	*119.6*	*131.5*	*103.9*	*125.7*	*111.2*	*134.8*	*117.4*	*118.0*	*128.7*	*101.8*	*119.6*	*130.6*	*130.8*	*108.5*
1943 January	124.3	142.8	103.9	127.8	112.2	136.1	120.9	123.0	141.2	102.0	121.6	131.4	132.3	111.0

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Syracuse, N. Y.							Youngstown, Ohio						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights......	*100.0*	*28.8*	*19.6*	*10.0*	*8.4*	*4.8*	*28.4*	*100.0*	*30.5*	*19.2*	*12.1*	*7.6*	*5.0*	*25.6*
1939 January.........	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	98.4	95.9	100.2	99.8	100.0	100.0	98.8
March...........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	98.4	95.6	100.2	99.8	100.0	100.0	98.8
April............	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	99.1	96.5	101.9	101.3	100.0	100.0	98.8
May.............	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	99.4	97.5	101.9	101.3	100.0	100.0	98.8
June............	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	99.5	97.6	101.9	101.3	99.5	100.1	99.1
July.............	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	99.4	98.0	101.9	101.3	96.5	99.9	99.0
August..........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	99.2	97.4	101.9	101.3	96.5	99.9	99.0
September.......	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	100.9	102.2	101.9	101.5	99.1	99.8	99.0
October..........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	101.0	101.4	101.9	101.5	102.2	100.4	99.3
November.......	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	100.8	100.4	101.9	102.0	101.9	100.6	99.6
December........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	100.5	98.2	103.6	102.0	101.9	100.8	99.9
Annual Average......	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*99.7*	*98.4*	*101.6*	*101.1*	*99.8*	*100.1*	*99.2*
1940 January.........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	100.7	98.9	103.6	102.3	101.9	100.8	99.3
February........	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	101.5	101.4	104.4	102.1	101.9	101.0	99.0
March...........	100.5	98.7	99.3	100.1	97.8	100.0	104.0	100.7	98.7	104.4	102.3	101.9	101.0	99.0
April............	100.7	100.1	99.3	98.8	95.9	101.8	104.0	101.0	99.7	104.4	102.2	101.9	101.0	99.0
May.............	100.8	102.1	99.3	99.1	95.9	101.4	102.5	101.3	101.9	104.8	102.2	95.8	101.4	99.0
June............	100.6	101.5	99.3	98.6	96.1	101.2	102.5	101.7	103.2	104.8	102.2	95.8	101.7	99.0
July.............	100.9	101.8	99.3	99.4	97.1	100.2	102.8	101.8	102.5	104.8	102.1	95.8	101.7	100.2
August..........	101.0	101.0	99.3	99.1	98.4	100.2	103.7	101.3	100.4	104.8	102.1	97.9	101.3	100.2
September.......	100.6	101.7	99.5	99.2	98.6	100.1	101.4	101.9	102.1	105.5	102.1	97.9	100.8	100.3
October..........	100.4	100.7	99.0	98.5	100.0	100.1	101.9	102.1	101.7	106.1	101.9	99.9	100.7	100.7
November.......	100.0	99.4	99.0	98.1	100.0	100.0	101.9	102.3	101.4	106.9	102.2	100.3	100.8	100.7
December........	100.6	102.4	99.0	98.0	100.0	100.0	101.1	102.7	102.9	106.9	102.2	100.3	100.7	100.7
Annual Average......	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*101.6*	*101.2*	*105.1*	*102.2*	*99.3*	*101.1*	*99.8*
1941 January.........	100.9	103.3	99.0	98.0	100.0	100.0	101.2	102.5	102.0	107.2	102.4	100.3	100.8	100.7
February........	100.7	102.9	98.7	98.0	100.0	99.9	101.2	102.8	102.7	107.4	102.4	100.3	100.6	100.7
March...........	101.4	104.7	99.3	98.2	100.0	101.2	101.2	102.7	102.3	107.4	102.4	100.3	101.4	100.7
April............	102.5	107.8	100.2	98.3	99.6	101.3	101.2	104.2	107.1	107.4	102.6	100.3	101.4	100.7
May.............	103.9	112.5	100.2	98.5	99.5	102.4	101.2	105.1	109.5	107.4	103.1	100.3	102.3	101.0
June............	104.9	115.7	100.2	98.5	99.7	102.7	101.4	106.9	114.4	107.8	103.1	100.3	103.2	101.8
July.............	106.0	118.6	100.2	98.5	101.5	103.0	101.5	108.0	116.4	107.8	103.3	105.9	103.2	101.8
August..........	107.6	121.4	102.7	100.5	102.4	104.4	101.6	108.6	118.1	107.8	104.6	104.2	103.2	102.0
September.......	109.9	121.6	106.8	108.3	103.1	112.9	102.4	110.0	119.8	107.8	108.6	105.4	109.1	102.3
October..........	111.8	122.3	107.3	112.1	104.9	117.9	105.2	111.9	121.0	108.6	112.7	105.4	113.1	104.7
November.......	112.6	123.5	107.7	113.8	104.9	118.5	105.7	112.6	122.4	108.6	113.7	105.4	116.6	104.8
December........	113.5	126.0	108.1	113.9	104.9	121.1	105.8	113.4	124.5	108.6	114.1	105.4	117.9	104.8
Annual Average......	*106.3*	*115.0*	*102.5*	*103.1*	*101.7*	*107.1*	*102.5*	*107.4*	*113.4*	*107.8*	*106.1*	*102.8*	*106.1*	*102.2*
1942 January.........	115.0	128.9	109.1	118.3	104.9	121.1	105.9	115.1	128.2	108.6	117.3	105.4	119.4	105.5
February........	115.6	129.1	109.1	119.3	104.9	122.3	107.2	116.2	128.9	108.6	120.1	105.4	122.1	106.8
March...........	116.9	130.4	112.1	122.5	104.9	123.3	107.0	116.7	130.1	107.5	121.4	105.4	126.4	106.9
April............	118.2	132.3	114.0	124.8	104.6	126.0	107.2	118.3	133.1	107.0	124.2	105.7	134.6	107.1
May.............	119.4	134.0	114.5	125.4	107.7	125.1	108.4	118.5	133.4	107.0	124.5	105.7	134.3	107.3
June............	120.3	136.9	114.5	125.0	107.7	125.2	108.6	119.1	136.4	105.9	123.5	105.7	132.8	107.5
July.............	121.0	137.7	114.5	124.9	107.8	125.2	110.5	119.0	135.9	105.9	123.9	105.7	132.8	107.7
August..........	121.2	137.2	114.7	125.8	107.8	126.7	110.7	119.0	136.1	105.3	125.0	105.2	131.8	107.8
September.......	121.6	137.6	116.2	125.8	107.8	127.7	110.8	119.0	135.7	105.2	125.6	105.2	131.8	107.9
October..........	122.6	139.6	116.2	126.2	108.1	128.1	111.8	120.2	139.7	105.2	125.6	105.2	131.8	107.8
November.......	123.2	141.0	116.2	126.1	108.1	128.1	112.7	120.9	141.3	105.2	126.0	105.2	131.8	108.7
December........	123.9	143.4	116.2	126.3	108.1	127.4	112.8	122.2	145.2	105.4	125.6	105.2	131.8	108.8
Annual Average......	*119.9*	*135.7*	*113.9*	*124.2*	*106.9*	*125.5*	*109.5*	*118.7*	*135.3*	*106.4*	*123.6*	*105.4*	*130.1*	*107.5*
1943 January.........	124.2	143.7	116.2	126.3	109.1	127.4	113.1	123.3	148.7	105.4	125.6	106.0	131.8	108.9

*n.a.*Not available

(*Continued from page* 186)

General Procedure

In addition to these major changes, general steps applicable to all the indexes were taken in the revision. Data which were originally received too late for inclusion in the regular monthly figures have been incorporated. Any misinterpretations of data which had been included in the reports but which did not become apparent until after the data had been used and which did not lend themselves to solution except when studied in retrospect, were reconciled.

In most cases, price data were available to permit the inclusion of the new groups from January, 1939, to date. These prices were obtained both from CONFERENCE BOARD records and from outside sources. In a few instances, it was not possible to get back data for all items, particularly of cleaning materials and household supplies.

HOUSEHOLD SUPPLIES

Information on prices of cleaning materials and household supplies was first collected on a monthly basis about the middle of 1940. At that time, however, there was very little satisfactory information available for establishing the quantity weights necessary to include this group of items in the overall sundries picture. This information gradually became available at a later date and cleaning materials and household supplies were included in the indexes for all cities as soon as possible. In only a few cities was it possible to carry these indexes back to the base period of January, 1939. In all cases where this could not be done, it was assumed that prices of cleaning materials and household supplies moved the same as prices of all other sundry items up to the time when these new items could be included.

DRUGS AND TOILET ARTICLES

In revising the index for drugs and toilet articles, the group was split into two separate parts and separate indexes were computed for drugs and for toilet articles. No attempt was made to obtain separate indexes back to January, 1939. Instead, it was assumed that each group had moved the same as the sum of the two groups during the period prior to when they were split. Revision of the internal weighting factors was the most important change made in these two groups.

SMOKING MATERIALS

The tobacco index, like that of drugs and toilet articles, has been computed since the inauguration of the indexes of living costs by cities in 1939. Although the list of items priced has been shortened somewhat since that time, the only major change made in the course of the revision was in the weights used in combining the items priced to obtain the overall tobacco index.

TRANSPORTATION

The original transportation indexes in a majority of cities included changes only in carfare and busfare rates. In the revision, automobile purchase and upkeep—which includes new car purchase, tires and tubes, gasoline, oil, licenses, registration fees and special taxes—were added to the transportation group. Information was available which made it possible to obtain indexes of changes in the cost of these new items from the inception of the indexes to date. Automobile purchase and upkeep expenditures were generally found to be considerably larger than those for carfare and busfare. Moreover, changes have taken place since 1939 in the costs of new automobiles, gasoline, tires and tubes, licenses and taxes that have been considerably greater on the average than those that have taken place in the cost of carfare and busfare. Thus, the addition of these items has had a more noticeable effect upon the entire index than any other single step taken in the course of the revision.

OTHER GROUPS

No change was made in the method of obtaining an index of motion picture theater admissions. The importance of motion picture theater admissions in the composite index was greatly lessened, of course, by the inclusion of the new items.

The revision had practically no effect upon the internal or external weighting of the items included in this group. The methods used have not changed, and while the relative importance of this group in the total sundries index increased slightly, it did not have any important influence on the changes in the total index.

The inclusion of personal care in the indexes for a majority of cities represented the addition of a new group. THE CONFERENCE BOARD had been collecting information on changes in prices of haircuts for many years and, as soon as information became available as to the relative importance of personal care in the sundries component, it was possible to weight together the price changes already obtained to arrive at a personal care index. This index, in turn, was given its proper importance in the total sundries index. As this item receives a relatively low weight, its addition had little influence on the overall sundries index.

The importance of reading material and organization dues in the sundries total was reduced by the addition of new groups. The only change in their internal composition occurred in the case of reading material where considerable data on newspaper prices, not previously used, were incorporated.

ROBERT A. SAYRE
Assisted by
G. CLARK THOMPSON
Division of Industrial Economics

Strikes and Turnover Rates

AVAILABLE information on strikes occurring during February would seem to indicate that they were relatively few in number. The regular tabulation of strikes prepared by the United States Bureau of Labor Statistics has not yet been compiled for February. Since the table below, which has been prepared from press reports, cannot be considered as complete, any indication of month-to-month change is at best approximate.

Of the increased number of strikes reported for March, a majority involved workers in war plants. Although it is impossible to give details here of all these strikes, five are worthy of separate mention.

The strike reported to involve the largest number of workers occurred at the Pratt & Whitney Aircraft Division of the Ford Motor Company in Detroit on March 16. Although the strike lasted only five hours, 6,500 workers took part with a resultant loss of more than 30,000 man hours from the production of vitally needed airplane engines. The strike was the outgrowth of a fight between fourteen shop committeemen and a plant protection guard earlier in the month.

At the same time another important strike at the Ford River Rouge plant involved 1,800 men in the aluminum foundry. It was reported that half the force walked out on the night shift because a committeeman, who protested a new type of operation, was discharged.

At the Alameda, California, shipyard of the General Engineering and Dry Dock Company, work on Navy construction was seriously delayed when the entire day shift of machinists, numbering 169, walked out on March 2. Vice Admiral John W. Greenslade, commander of the western sea frontier, said the strike was caused by the action of a single man who appeared for work after having been expelled from the CIO union that held a closed shop contract with the company. According to Admiral Greenslade, the man in question was discharged from his union because he worked on Christmas week-end and on the preceding Sunday at the Navy's request but in defiance of union orders issued

LABOR DISPUTES ORIGINATING DURING THE MONTHS OF FEBRUARY AND MARCH, 1943[1]

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
Manufacturing, Building, and Mining				
Acme Laboratory Equipment Company	Bronx, N. Y.	Feb. 6	Feb. 6	60
American Can Company	Jersey City, N. J.	Mar. 2	Mar. 3	800
American Locomotive Company	Dunkirk, N. Y.	27	27	2,000
American Steel and Wire Company	New Haven, Conn.	27	..	1,000
Bendix Aviation Corporation (2 plants)	Brooklyn, N. Y.	27	29	2,000
Bethlehem-Fairfield Shipyard, Inc	Baltimore, Maryland	16	..	33*a*
Brewery Workers' Union[2]	San Francisco, Calif.	15	..	2,000
Case, J. I. Company	Rock Island, Ill.	4	..	500
Casket Makers Union, A. F. of L.	New York, N. Y.	13	20	700
Ford Motor Company–Aluminum Foundry, River Rouge	Detroit, Mich.	15	*b*	900
Pratt and Whitney Division, River Rouge	Detroit, Mich.	16	16	6,500
General Engineering and Dry Dock Company	Alameda, Calif.	2	..	169
Heinz, H. J. Company	Pittsburgh, Pa.	1	..	3,000
International Association of Bridge, Structural and Ornamental Workers, A. F. of L.[3]	Northern New Jersey	6	..	100
Mechanics Educational Society of America[4]	Detroit, Mich.	Feb.	..	*n.a.*
Phelps–Dodge Copper Product Corporation	Elizabeth, N. J.	Feb. 16	Feb. 17	2,000
Phelps–Dodge Refining Corporation (Laurel Hill Plant)	Long Island City, N. Y.	24	25	1,200
Pittsburgh Coal Company—Montour No. 4 Mine	Pittsburgh, Pa.	24	Mar. 3	650
Pullman–Standard War Manufacturing Company[5]	Chicago, Ill.	10	..	*n.a.*
Tide Water Associated Oil Company[6]	Bayonne, N. J.	Mar. 22	..	30
Timken Roller Bearing Company	Canton, Ohio	15	..	1,200
Miscellaneous				
Atlantic Terminals, Inc	Newark, N. J.	9	..	200
Bengler Bus Line	North Haledon, N. J.	22	Mar. 23	17
Janitors, Firemen and Other Non-Teaching Employees in Public Schools[7]	Dayton, Ohio	15	..	140
School Janitors' Strike	Gary, Indiana	Feb. 4	Feb. 5	*n.a.*
Smoleroff Realty Corporation	New York, N. Y.	9	Feb. 12	60
Teachers' Strike	Rankin, Penn.	9	..	50

[1] Incomplete report based on available material published in the press.

[2] Caused five major San Francisco breweries to shut down.

[3] Affected three plants wholly engaged in war work: Selbach-Meyer Co., West New York, N. J.; Ottmer Iron Works, Jersey City, N. J.; Breen Iron Works, Hillside, N. J.

[4] Strikes of indeterminate length involved workers of Eclipse Counterbore Company, Parker-Wolverine Company, and one other plant where a one-day strike ended on February 12.

[5] Slowdown strike in continuous effect with brief sit-down strikes at the plant each day.

[6] Strike of 30 truck drivers halted all gasoline and oil deliveries.

[7] Resulted in the closing of all of the 49 Dayton public schools.

a Threatened to immobilize 7,000 other workers in the Yard who were being slowed up by the strike.

b Returned to work on March 16, but walked out again on the same day.

n.a. Not available.

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]			Production[2] (1935–1939 =100)	Turnover Rate per 100 Employees[1]					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations[3]					Accessions[7]
	Number	Workers Involved (Thousand)			Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Lay-offs[6]	
1929	921	289	5,352	110	75.23*a*	41.01*a*		9.04*a*	25.17*a*	67.61*a*
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1942 *p*	3,106	781	4,503	190	77.66	45.09	15.04	4.66	12.87	91.62
1942 January	141	26	328	173	5.10	2.36	.83	.30	1.61	6.87
February	190	57	425	175	4.82	2.41	.73	.29	1.39	6.02
March	240	65	450	177	5.36	3.02	.82	.33	1.19	6.99
April	310	55	375	181	6.12	3.59	.87	.35	1.31	7.12
May	275	58	325	183	6.54	3.77	.96	.38	1.43	7.29
June	350	100	550	185	6.46	3.85	1.02	.38	1.21	8.25
July	400	88	450	189	6.73	4.02	1.23	.43	1.05	8.28
August	350	80	450	196	7.06	4.31	1.46	.42	.87	7.90
September	290	80	450	202	8.10	5.19	1.79	.44	.68	9.15
October	235	60	325	204	7.91	4.65	2.03	.45	.78	8.69
November	165	55	175	206	7.09	4.21	1.80	.43	.65	8.14
December	160	57	200	207	6.37	3.71	1.50	.46	.70	6.92
1943 January *r*	195	90	450	208	7.11	4.45	1.40	.52	.74	8.28
February *p*	*n.a.*	*n.a.*	*n.a.*	211	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

NOTE—For back figures, see *The Conference Board Management Record*, June, 1942, p. 194.

[1] United States Bureau of Labor Statistics.

[2] Federal Reserve annual production data are averages of monthly figures.

[3] A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4] A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; *i. e.*, separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5] A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6] A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

[7] An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

*a*June to December. *p*Preliminary. *n.a.*Not available. *r*Revised

as a result of a dispute about overtime wages. The man in question, as well as twenty-seven other men who also worked those days, were penalized by the union for their action in making possible a minesweeper trial run.

A strike of thirty-three crane operators at the Bethlehem-Fairfield Shipyard in Baltimore on March 16 threatened to immobilize 7,000 workers engaged in the production of Liberty ships. The strike was called in protest over the hiring of women as crane operators so that men could be assigned to more strenuous work.

The production of the Gambrinus, Ohio, works of the Timken Roller Bearing Company, employing 1,200 wage earners, was virtually halted on March 15 when two shifts struck because they refused to work with Negro employees.

Separations rose slightly in January to 7.11 per hundred employees as compared with 6.37 in December. Discharges and layoffs increased fractionally and miscellaneous separations declined .10 per hundred employees. The major reason for an increase in total separations was a 20% increase in the quit rate from 3.71 in December to 4.45 in January. Compared with January of the previous year, the quit rate has almost doubled. Miscellaneous separations, including military separations, have risen nearly 70% and layoffs declined to less than half what they were in the previous year. Discharges were up 73% since last year.

Accessions rose sharply from December to January, the rate of 8.28 per hundred employees in January having been nearly 20% higher than the 6.92 rate in December. As has been the case for some time, accessions in January exceeded total separations, indicating an increase in total employment.

G. CLARK THOMPSON
Division of Industrial Economics

Employment and Unemployment

EMPLOYMENT during February rose by fully 900,000, as additional workers were again taken on in agriculture and manufacturing and the armed forces were further expanded. Including men in uniform, the total number employed rose to 58.5 million, or nearly eight million more than a year ago. During these twelve months about five million found employment in the military services, and a little less than half this number were added in manufacturing plants. Farm employment, however, was nearly 90,000 less than in February, 1942.

Fewer people were employed on the nation's farms during the first two months of this year than in any of the opening months of the previous nineteen years for which estimates are available. Fully 650,000 fewer were engaged in agriculture than the average for 1935–1939. The number of hired farm workers was 125,000 below the prewar average, while the number of farm family workers had decreased by more than 500,000.

GROWTH OF GOVERNMENT EMPLOYMENT

Nearly three million persons were reported engaged in civilian activities of the Federal Government at the start of February. The War and Navy Departments together reported 1,865,000 on their civilian payrolls, an increase of nearly 1.5 million in the past two years, and of almost a million since Pearl Harbor. The total number of federal civilian employees is about the equivalent of all wage earners engaged in the construction of aircraft, ships and other transportation equipment, including those engaged in the automotive industries. Federal civilian payrolls are currently running at an annual rate in excess of $6 billion.

In the aggregate, the combined employment of all government units, including the armed forces and all federal, state and local units, was about 13.5 million. On this basis, nearly one of every four individuals employed in February derived his livelihood from government sources. Salaries and wages paid to all government employees last year are estimated at $13.5 billion, or slightly more than the total wage and salary payroll for all manufacturing in 1939.[1]

FEBRUARY TRENDS

Expansion of civilian employment in February was most marked in agriculture in which 280,000 workers were added as farm activities were increased seasonally. Despite this increase, however, total agricultural employment remained about 90,000 below its 1942 level. The number of farm family workers was somewhat greater than a year ago, but this increase was not sufficient to offset a drop of 113,000 in the number of hired workers. Total agricultural employment in February is placed at 8,550,000 as against 8,639,000 in 1942, and 8,649,000 in 1941.

EMPLOYMENT AND UNEMPLOYMENT, FEBRUARY, 1943[1]

In Thousands

Distribution of Labor Force	1941	1942	1942	1943	
	February		December[1]	January[1]	February[1]
Total unemployment....	7,635	4,344	....	....	....
Excess of employment over economic labor force.	....	....	3,140	2,164	3,041
Total employment (including armed forces)..	46,984	50,714	58,558	57,618	58,530
Agriculture............	8,649	8,639	8,861	8,270	8,550
Forestry and fishing.....	199	199	191	180	176
Total industry..........	18,324	20,059	22,273	21,994	21,925
Extraction of minerals..	764	795	750	734	737
Manufacturing.........	12,295	13,763	15,773	15,815	15,977
Construction...........	2,358	2,297	2,414	2,120	1,902
Transportation.........	1,937	2,171	2,309	2,300	2,281
Public utilities.........	970	1,034	1,027	1,025	1,028
Trade, distribution and finance..............	7,557	7,715	7,970	7,381	7,361
Service industries (including armed forces)......	11,216	12,960	17,914	18,453	19,161
Miscellaneous industries and services..........	1,039	1,141	1,349	1,340	1,357
Emergency employment[2] *WPA, CCC, and NYA (out-of-school)*[3].......	*2,658*	*1,362*	*417*	*n.a.*	*n.a.*

*n.a.*Not available.

[1] Data for these months subject to revision; 1943 figures based upon incomplete data.

[2] Not included in employment total.

[3] Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

Manufacturing employment rose by about 160,000 during the month, bringing the total number at work in factories to the 16 million level for the first time in the nation's history. In 1939 only 10 million workers were engaged in manufacturing activities. At that time 31 of every 100 civilian workers in nonagricultural activities were on factory payrolls. Currently 38 of every 100 civilians employed off the farm are factory workers.

As in previous months, gains in factory employment were confined primarily to the heavy industries, particularly the transportation and machinery groups. Total employment in nondurable goods fell off slightly, with small gains in the apparel field failing to offset a lower level of employment in the food industries. Leather, textiles, apparel, and paper were among the major manufacturing groups with significantly lower levels of employment than in 1942.

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[1] Subsistence items supplied members of the armed forces are not included.

Employment in construction and in trade, distribution and finance continued to recede and dropped sharply below 1941–1942 levels. The number at work on construction projects decreased by fully 200,000 during the month, and was a sixth lower than in the past two years. In the trade group, employment was 350,000 below the previous year and nearly 200,000 under the 1941 total.

M. R. GAINSBRUGH
Division of Industrial Economics

Wage-increase Announcements[1], March 1 to March 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Rattan & Reed Company	Brooklyn, N. Y.	5¢/hr.	100	Retroactive to November 1, 1942
Bell Telephone Company of Pennsylvania	Philadelphia, Pa.	1¢-3¢/hr.	2,400	To plant and accounting department employees
Berst-Forster-Dixfield Company	West Peru and Dixfield, Me.	4¢/hr. 2¢/hr.	....	To employees earning between 40¢ and 50¢/hr. To employees earning between 50¢ and 60¢/hr. To remove differential with comparable area plants
Boeing Aircraft Company	Renton and Seattle, Wash.	4½¢/hr.	30,000	To aircraft workers. Beginners rate increased from 62½¢ to 67¢/hr. New minimum rate for experienced workers is 82½¢/hr.
Campbell, Wyant & Cannon Foundry Company	Muskegon, Mich.	3.39¢/hr.	2,600	To correct inequalities
Celanese Corporation of America	Newark, N. J.	4.6%	1,200	Retroactive to May 3, 1942
Columbia Broadcasting Company	....	7¢/hr. (avg.)	268	To technicians and supervisory personnel. New starting rates: technicians, $50/wk.; supervisors, $90/wk.
Continental Can Company	Canonsburg, Pa.	5¢/hr. 2¢/hr.	242	To men To women
Curtiss-Wright Aircraft Company	Buffalo, N. Y.	5¢–30¢/hr.	400	To cafeteria workers. New range of rates: counter girls, 65¢/hr.; cooks, $1.00/hr.
Deisel-Wemmer-Gilbert Corporation	Detroit, Mich.	5¢/hr. 7½%	2,000	To hourly workers To piece workers
S. Froehlich Company	New York City	$4/wk.	500	New minimum rates: $21 and $22/wk.
General Cigar Company	N. J., Pa. and Indiana	5%	5,000	To cigar makers
Great Atlantic & Pacific Tea Company	Somerville, Mass.	$2.25/wk. $1.50/wk.	294	To male employees To female employees Retroactive to October 1, 1942
Greene Line Steamers	Cleveland, O.	50¢–$1/day	175	Under "Little Steel" formula
Huntt's, Inc.	Lynn and Salem, Mass.	4%	192	To restaurant workers
International Shoe Company	Philadelphia, Pa.	6¢/hr. 3½¢/hr.	200	To employees earning up to 70¢/hr. To employees earning more than 70¢/hr. Retroactive to September 13, 1942
Metal and Thermit Corporation	East Chicago, Ind.	5½¢/hr.	....	Retroactive to September 4, 1942
Michigan Steel Castings Company	Detroit, Mich.	7¢/hr.	196	To piecework employees
Morey Machinery Company	Astoria, N. Y.	3.33¢/hr.	500	Retroactive to June 15, 1942
New England Confectionery Company	Cambridge, Mass.	5¢/hr.	1,000	To all workers
New England Telephone and Telegraph Company	Boston, Mass.	4½¢/hr.	20,000	To correct maladjustments
Northwestern Mutual Life Insurance Company	Milwaukee, Wisc.	2.4¢/hr.	1,400	
Pittsburgh Plate Glass Company	Milwaukee, Wisc.	5¢/hr. 5.1¢/hr.	....	To watchmen and boiler room workers To all other employees
John A. Roebling's Sons Company	Trenton, N. J.	10¢-12½¢/hr.	....	To clerical employees, to maintain wage relationship with production employees
South Buffalo Railway	Buffalo, N. Y.	5½¢/hr. $10-$45/mo.	180	To hourly workers To salaried workers Retroactive to August 3, 1942
Specialty Bakery Owners of America, Inc.	New York City	7%	3,000	Retroactive to November 15, 1942
Street Railway Company	Cincinnati, O.	11¢/hr.	....	To motormen. Retroactive to July 1, 1942
Union Spring & Manufacturing Company	New Kensington, Pa.	44¢/day	463	Retroactive to April 1, 1942
8 Aircraft Companies	California	7½¢/hr. (avg.)	110,000	To aircraft workers. This increase affects about half the workers in the California companies. It is not a general increase. Individual increases will be determined by job evaluation.
68 Printing Companies	Philadelphia, Pa.	2¢/hr.	850	To printers. Average hourly rate: $1.25

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[1] Includes salary-increase announcements.

Chronology of Events Affecting Labor Relations
March 1 to March 31

March

2 *Anti-racketeering Bill Reported*—House Rules Committee sends to the House bill making labor unions subject to prosecution under the 1934 Anti-racketeering Act if they use violence to interfere with interstate commerce.

4 *Absenteeism Serious in Shipbuilding*—Admiral Land, Chairman of Maritime Commission, testifies that "illegitimate absenteeism" among shipyard workers is costing an estimated 100 Liberty ships annually and endorses legislation to require reporting to local boards those absent without good reason.

Texas Unions Sign No-strike Pact—Texas trade union leaders sign agreement with Governor by which, on the one hand, there are to be no work stoppages, strikes, slowdowns or lockouts in Texas for the duration and, on the other hand, the Governor pledges the State Government will not interfere with industry or labor.

5 *Union Leader Denounces Strikes*—Daniel J. Tobin, President of AFL Teamsters' Union, declares that union members joining walkouts in defiance of their officers should be classed as enemies of the government.

Employer Named to NLRB—Former Democratic Congressman John M. Huston of Kansas is nominated by President to be member of National Labor Relations Board.

7 *Men Over 38 Liable to Draft*—WMC paves the way for resumption of drafting of men over 38 years old by ordering local boards to abolish 4-H classification.

8 *Connecticut Lifts Ban on Women*—Using authority granted him by the War Powers Act, Governor Baldwin of Connecticut removes existing restrictions on how long and when women may work. This cancels former regulation requiring that women not work more than 58 hours per week or be employed after 10 P.M.

9 *War Profit Plan for Employees*—United Electronics Company of Newark, New Jersey, institutes a trust fund under which its employees will share in war work profits, shares to be paid at end of the war.

10 *WLB Limits Its Wage Award Reviews*—War Labor Board announces it will review wage awards of arbitrators only on the question of whether the award is compatible with the national wage stabilization program.

Mine Wage Demands Presented—John L. Lewis formally opens bituminous wage controversy by demanding increase of $2 a day and minimum wage of $8 a day.

"Cradle to Grave" Plan Presented—President sends to Congress recommendations for comprehensive increase in Social Security program.

16 *WLB Labor Members Challenge Wage Policy*—Organized labor members of WLB demand that Board's "Little Steel" formula for regulating wage increases be scrapped in favor of a formula representing actual rise in living costs to date.

18 *Ban on Foremen's Unions Asked*—General Motors Corporation in telegram to House committees points out dangers to industrial operation if foremen are organized in unions.

19 *Labor Control Bill Introduced*—Representative Smith of Virginia introduces bill outlawing any union rule or practice interfering with full utilization of the nation's manpower.

22 *WLB Firm on Formula*—Industry and public members of WLB line up against union members in favor of preserving present "Little Steel" formula.

23 *President Orders Mines Kept Open*—President intervenes in deadlocked bituminous coal negotiations, asking both sides to continue operation under present contract with understanding that subsequent decisions be retroactive to April 1.

Kansas Labor Law Signed—Kansas Governor signs bill requiring licensing of labor union agents, financial reports by unions, reports of fees, dues and assessments of members and reports of salaries paid union officials. It also forbids strikes and jurisdictional disputes.

24 *Anti-raiding Pact Sought*—Presidents of AFL and CIO agree to resume negotiations to end jurisdictional disputes between their respective labor groups.

25 *3-A Men Urged to Switch Jobs*—Responsibility for changing from nondeferrable to essential jobs is put on the individual by Deputy Chairman of WMC. Beginning April 1, local boards will consider status of all registrants engaged in nondeferrable activities and unless such registrants have taken essential occupations by April 30 they will not be in deferrable status regardless of dependents.

29 *WLB Claims Rule Over all Labor*—Public member Morse of WLB in decision says, "After more than a year's experience in finally determining a large number of wartime labor disputes involving all sorts of issues and almost every conceivable type of dispute, the WLB takes judicial notice of the fact that any labor dispute of whatever nature which threatens to result in a strike or lockout does, in fact, affect the prosecution of the war on the home front."

31 *Appeals Court Overrules NLRB*—In unanimous decision, United States Circuit Court of Appeals rules that Sun Shipbuilding and Dry Dock Company was not guilty of engaging in unfair labor practices in dealing with Employees' Association which had fairly won an election over CIO union. Court dismissed petition that company be required to disband the Employees' Association.